



ONLINE

POLICY DESIGN

FROM RESEARCH TO POLICY

UNDERSTANDING THE POLICY-EVIDENCE NEXUS (NEW)

26 JANUARY – 20 FEBRUARY 2026

 4 WEEKS, 60 LEARNING HOURS

Information Note



International
Labour
Organization

ITC 
International Training Centre

BACKGROUND

The global challenges faced by countries, ranging from geopolitical instabilities and increasing inequalities to the reversal of gains in living standards due to the COVID-19 health pandemic and financial crises, have created an urgent need for evidence-based policymaking. The already dire situation is further exacerbated by the combination of debt, rising food and energy prices, coupled with extreme weather events, geopolitical tensions, and instability. Governments, trade unions, employers, and international organizations are under pressure to deliver real solutions to real problems. In this context, advancing social justice and promoting decent work remains the priority for the ILO.

The ILO Director-General, in the 111th International Labor Conference (ILC, 2023) Report ¹, highlights the constraints on advancing social justice. The dire situation necessitates strengthening countries' ability to narrow social justice deficits and enhance social contracts through evidence-based policymaking. This will only happen if governments, workers, and employers have the capacity to fruitfully engage in evidence-based policymaking for advancing social justice and decent work.

INTRODUCTION TO THE COURSE

SNAPSHOT OF THE COURSE

To address these challenges, the ILO Research Department in collaboration with the ITCILO's Employment Policy and Analysis Programme (EPAP) are offering this online Training Course on "From Research to Policy: Understanding the Policy-Evidence Nexus".

This course is designed to strengthen foundational understanding of how research and data can inform national policy processes, in alignment with the ILO's Decent Work Agenda. Throughout the learning path, participants will analyse the policy development process and evidence-based policymaking, explore cutting-edge research methodologies, statistical analysis techniques, and learn how to integrate empirical evidence into the dynamic landscape of the Labour Market. This course enhances participants' capacity to critically engage with research and apply appropriate methodologies in policy-relevant analysis. It explores both qualitative and quantitative approaches, focusing on how to select and use the right tools to generate reliable evidence. Participants will learn to formulate research questions, design data collection strategies, and assess the relevance, rigour, and limitations of different research designs in the field of labour market and social policy. This course will enable the participants to understand the fundamentals of sound research in labour and social policy.

The aim of the course is to equip participants with a comprehensive understanding of research and data skills for evidence-based policymaking in the fields of social justice and the promotion of decent work. Participants will learn how to frame policy questions, identify sources of evidence, and design employment and labour market interventions.

¹ <https://www.ilo.org/ilc/ILCSessions/111/committees/standards/cas-reports/lang--en/index.htm>

CONTENTS

WHAT TOPICS DOES THIS COURSE COVER?

To foster a comprehensive understanding of research and data skills for evidence-based policymaking in the fields of social justice and the promotion of decent work, the training course will delve into several crucial topics:

1. Evidence-Based Policymaking: Analysing the policy development process, evidence-based policymaking, and policy drafting in the context of the decent work agenda
2. Searching for Evidence: Learning to develop a search strategy, dissect “Request for Evidence,” and find suitable evidence
3. Appraising Evidence: Exploring different elements of research design and learning to judge evidence reliably and assess a wide range of evidence
4. Synthesising Evidence: Understanding the key parameters for evidence usability, the steps in evidence synthesis, and the main elements of a policy brief
5. Understanding Research: Learning different research techniques and methodologies to provide sound and rigorous evidence
6. Communicating Evidence: Effectively tailoring research to different audience groups and create an effective communicating strategy

LEARNING OBJECTIVES

WHAT WILL I LEARN?

The training course will equip participants with the skills and techniques necessary to actively contribute to promoting social justice and decent work through evidence-based policymaking.

Participants will learn to:

- Incorporate the fundamentals of evidence-based policymaking in the world of work
- Framing policy questions and identifying relevant data sources, aligning with ILO's Decent Work Agenda.
- Enhance understanding of frontier issues impacting decent work
- Establish research and policy dialogues between social partners
- Develop research and policy communities of practice for evidence-based policies
- Promote research utilisation in policymaking to enhance the quality of policy dialogue
- Draft a policy brief

COURSE STRUCTURE

This course will be delivered online through the ITCILO's e-Campus Platform from January 26, 2026, to February 20, 2026. The course will be divided into six content modules, each accompanied by follow-up activities and assignments. It requires an overall commitment of 60 hours of active study/participation.

During the training, each of the 6 learning modules of the course has a fixed structure and includes the following components:

1. Online sessions, with the group and ILO trainer and/or invited speakers (session of 120 min): ILO and ITCILO experts will facilitate a 2-hour session on the topics of each module. Each session will include a 60-minute frontal session on the contents, trends and concepts, followed by a 30-minute open discussion and a 30-minute specific application.
2. Individual self-learning, activities and assignments, as well as group activities: The main thematic sessions will be complemented by individual or group work on the same theme, to allow participants to collaborate, apply the tools and concepts they have learned and delve deeper into the practical issues of the decent work agenda. Specific case studies will be used to help participants practice using evidence for policy-making.
3. Forum discussions, self-facilitated or facilitated by the ILO and ITCILO trainers.

PARTICIPANTS' PROFILE

WHO ATTENDS THIS COURSE

The course is intended for:

- Policymakers, government officials, and representatives from ministries in the fields of labour, employment, and the broader world of work.
- ILO and UN staff and development practitioners and consultants
- Representatives of Trade Unions and employers' organisations
- Public investment, employment and labour market policy advisers
- Policy analysts working for national and global think tanks, financial institutions, research departments and foundations
- Individuals interested in or actively contributing to the provision of information, analysis, and recommendations crucial for policymaking and advocacy.

METHODOLOGY

Built upon the Learning Pyramid model, participants will actively explore and engage in discussions to formulate a policy brief that reflects their learning and transfer the acquired knowledge to their professional roles. This comprehensive approach includes plenary sessions for widespread knowledge sharing, specialised sessions for in-depth learning, hands-on activities that emphasise best practices and tools, and promotes the building of an international community of practitioners, and a structured policy brief development process.

This is an online training, and through the E-Campus Platform, participants will use digital learning tools, including self-learning tools, webinars, and online interaction tools. The training will use a practical, work-based approach to evidence-based policy making and is designed to be built around everyday situations,

using best practices/case studies. This is not an academic or theoretical course. Throughout the training, participants will utilise both primary and secondary data and information sources, such as surveys, focus groups, and metadata analysis.

This training is organised in such a way as to provide participants with the opportunity to learn and practice the skills and knowledge of evidence-based policymaking, and to demonstrate their mastery by meeting the predefined objectives at the end of each session. It also focuses

on the learners' participation throughout the learning process. The course takes a learner-centred pedagogical approach while ensuring the building institutional capacity in a holistic way.

The learners should be able to achieve the objectives in the minimum time and to transfer the learning to their jobs.

Each session will be organised as follows:

- Introduction: it shows the purpose, objectives, process, experiences of the participants and how the knowledge will be applied;
- Learning: structure and content, learning methods, skills and knowledge practice, progress monitoring, memory aids;
- Review: review or test learners to make sure the objectives have been achieved and to bring the session to a close (e.g. establish what the next steps are).

Through these various learning methods, participants will be able to draft a policy brief and effectively communicate it to their audience by the end of the course.

CERTIFICATION

At the end of the course, in order to evaluate the knowledge and skills learnt, participants will be required to submit an individual policy brief for review by the ILO/ITCILO specialists and trainers. Upon successful completion of this assignment, participants will receive an ITCILO Certificate of Achievement.

This course is part of the **Diploma in Evidence-Based Public Policy**, launched jointly by the ILO Research Department and the ITCILO's Employment Policy and Analysis Programme. The Diploma is designed as a progressive yet flexible learning journey that develops participants' capacity to turn evidence into action for decent work and social justice. It comprises five interconnected components, four courses (three mandatory and one elective) and a capstone project, that together build technical, analytical, and communication skills for designing, implementing, and advocating evidence-informed policies aligned with the ILO's mandate. Earning this Certificate represents the first step towards the Diploma in Evidence-Based Public Policy

A post-course evaluation will be conducted to assess the individual learning outcomes. A final evaluation will be conducted to receive the feedback of the participants on the training methodology, content and the learning tools.

APPLICATION

Find the application form at <https://oarf2.itcilo.org/DST/A9719099/en> and apply before **21 January 2026**.

COST OF PARTICIPATION

The course is fee-paying. **Tuition:** €1,125

ITCILO will offer a limited number of fellowships which may cover part of the tuition fee. If eligible, early applicants will be given priority. Please make sure to apply at earliest convenience before the above mentioned deadline.

The payment, cancellation and refunds policy of the ITCILO can be consulted on the following website:
<https://www.itcilo.org/applications-payments-cancellation>

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

Naren PRASAD
Head of Education & Training
Research Department, ILO Geneva
prasadn@ilo.org

Vincenzo FUCCI
Research and Programme Officer
Employment Policy and Analysis Programme, ITCILO Turin
v.fucci@itcilo.org

economics@itcilo.org
www.itcilo.org

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