



BLENDED

POLICY DESIGN

FROM RESEARCH TO POLICY

POLICY DESIGN AND LABOUR MARKET REALITIES

30 NOVEMBER – 14 DECEMBER 2026

ONLINE PHASE: 30 NOVEMBER - 4 DECEMBER 2026

IN-PERSON PHASE (ITC TURIN): 7-11 DECEMBER 2026

STUDY VISIT TO THE ILO (GENEVA): 14 DECEMBER 2026

Information Note



International
Labour
Organization



International Training Centre

BACKGROUND

In an increasingly volatile and unequal world, the demand for sound, timely, and credible policymaking has never been greater. Countries and social partners are grappling with a complex web of global and national challenges: rising inequalities, inflationary pressures, food and energy insecurity, digital disruptions, climate shocks, and debt stress. These are not abstract trends, they are lived realities that strain institutions, fracture social contracts, and test the ability of decision-makers to deliver solutions that are inclusive, sustainable, and just.

Governments, workers' organizations, and employers' organizations are under mounting pressure to respond that shows results. In this context, the ability to generate and use evidence, relevant data, research, and analysis, has become a strategic asset. Evidence-based policymaking (EBPM) is not simply about better decisions; it is about building trust, ensuring legitimacy, and anchoring policy responses in the realities of people's lives.

The ILO's mission to advance social justice and promote decent work is central to this agenda. As highlighted by the ILO Director-General in his 2024 Report to the International Labour Conference, meaningful progress on social justice requires strengthening national capacities for evidence-based dialogue, negotiation, and reform. This includes empowering constituents to assess trade-offs, appraise policy options, and communicate evidence in ways that shape real outcomes.

Against this backdrop, the ILO Research Department and ITCILO are joining forces to deliver the "From Research to Policy: Policy Design and Labour Market Realities" course. This initiative will equip ILO constituents, as well as a broader community of policymakers and practitioners, with the tools, frameworks, and skills to transform data into action, embedding evidence at the heart of policymaking for decent work.

INTRODUCTION TO THE COURSE

SNAPSHOT OF THE COURSE

Effective policymaking in today's labour markets requires more than understanding the value of evidence, it demands the ability to interpret complex employment challenges, work collaboratively with tripartite actors, and translate research findings and labour market dynamics into actionable and context-sensitive policy solutions. Governments, workers' and employers' organizations, and development actors are increasingly confronted with multifaceted challenges, from persistent informality and inequality to economic volatility, demographic transitions, and technological disruptions. Responding to these realities calls for advanced analytical skills and the capacity to design policies that are both evidence-informed and institutionally grounded.

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: Policy Design and Labour Market Realities".

This course aims to deepen participants' understanding of how to use evidence to inform complex policy decisions. This course equips participants with the competencies needed to navigate this complexity. It strengthens their ability to diagnose labour market challenges, translate evidence into viable policy options, engage constructively with tripartite stakeholders throughout the policy process, and design and develop interventions that are politically, institutionally, and technically feasible. Participants will learn to work with diverse sources of evidence, interpret labour market statistics with confidence, integrate research insights into concrete employment and labour market policy proposals, and effectively communicate them.

CONTENTS

WHAT TOPICS DOES THIS COURSE COVER?

To deepen participants' capacity to design evidence-informed policies for decent work and social justice, the course explores the following interconnected themes and advanced analytical skills:

- 1. Evidence-Based Policymaking and Policy Development:** Understanding policy cycle, institutional arrangements, and decision-making dynamics. Mapping key actors, incentives, and constraints shaping labour market policies.
- 2. Identifying and Using Evidence Strategically:** Developing refined evidence search strategies for complex policy problems. Distinguishing between sources of data and research for different policy needs. Assessing relevance, applicability, and contextual fit of research and datasets.
- 3. Critical Appraisals of Diverse Evidence:** Understanding of research design, methods, and analytical approaches. Comparing qualitative and quantitative evidence and assessing strengths/limitations. Evaluating the robustness and policy usefulness of studies and datasets.
- 4. Synthesising Evidence for Policy Design:** Integrating findings from multiple sources to support policy scenarios. Identifying assumptions, uncertainties, and trade-offs in evidence use. Structuring evidence summaries for decision-makers and drafting core policy messages.
- 5. Research and Methodological Skills:** Applying methodological tools for diagnosing labour market challenges. Understanding causal inference concepts relevant to policy design. Designing evidence-informed policy proposals.
- 6. Labour Market Statistics and Analysis:** Delving into data collection methods, fundamental concepts, and definitions, with a specific focus on key labour market indicators
- 7. Interpreting Labour Market Statistics:** Understanding and interpreting key labour market statistics, familiarising them with ILOSTAT
- 8. Communicating Evidence for Policy Influence:** Tailoring messages to policymakers, social partners, and technical audiences. Communicating uncertainty, limitations, and assumptions without undermining clarity. Developing compelling narratives that make policy options persuasive and credible.

LEARNING OBJECTIVES

WHAT WILL I LEARN?

The training course follows a dual-path learning approach, empowering participants to strengthen both their policymaking competencies and their analytical and research skills. Together, these two paths empower participants to contribute meaningfully to social justice and decent work through evidence-based policy action.

Through the Path 1 "Evidence-informed policymaking for decent work", participants will learn to:

- Incorporate evidence-based policymaking processes into policy design
- Diagnose employment and labour market challenges using advanced analytical tools
- Enhance understanding of frontier issues impacting decent work
- Establish research–policy dialogues among social partners

- Work effectively with tripartite actors throughout the policy process
- Design responsive, feasible, and evidence-informed policy solutions
- Develop research and policy communities of practice for evidence-based policies

Through the Path 2 “Guiding policies through research and data”, participants will learn to:

- Build advanced skills in research design and methodologies
- Improve understanding of labour market data and statistics
- Strengthen analytical skills for research interpretation and data-driven diagnosis
- Promote research utilisation in policymaking to enhance the quality of policy dialogue
- Communicate evidence persuasively to diverse audiences

COURSE STRUCTURE

This course will be delivered both online through the ITCILO’s e-Campus Platform and in person at ITCILO in Turin and ILO Geneva.

The schedule is as follows:

1. Online Phase: **30 November – 4 December 2026**
2. In-Person Phase (ITC Turin): **7 – 11 December 2026**
3. Study Visit to the ILO (Geneva): **14 December 2026**

This format aims to provide participants with an enriched learning experience, combining structured training sessions with the unique opportunity to visit ILO Headquarters in Geneva.

The course will be divided into eight 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 8 learning modules of the course has a fixed structure and includes the following components:

1. Online or in person 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 (Online) and group discussions (F2F), 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 a blended training, both an online phase and in person (at ITCILO Turin and ILO Geneva). Through the E-Campus Platform, participants will use digital learning tools, including self-learning tools, webinars, and online interaction tools. The training is practical and allows participants to apply the skills learned during the course. 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 give the participants the opportunity to learn and practice the skills and knowledge of evidence-based policymaking and to prove that they have mastered them 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 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 organized 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 different learning methods, by the end of the course participants will be able to draft a policy brief and be able to communicate it to their audience.

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/STF/A9719101/en> and apply before **1 November 2026**.

COST OF PARTICIPATION

The course is fee-paying. **Tuition: €3,000.**

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

economics@itcilo.org
www.itcilo.org

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

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