



ONLINE

EMPLOYMENT POLICY

# EMPLOYMENT POLICIES IN FRAGILE SETTINGS

PREVENTION, RECOVERY AND DEVELOPMENT

16 MARCH – 3 APRIL 2026

 3 WEEKS

*Information Note*



International  
Labour  
Organization



International Training Centre

## BACKGROUND

Today's employment policy makers and practitioners operate in an increasingly complex and uncertain environment shaped by overlapping global, regional, and national crises. Fragility, conflict, violence, and geopolitical instability continue to undermine livelihoods worldwide, affecting more than two billion people. These crises deepen decent work deficits and disproportionately impact vulnerable groups, particularly youth, women, and displaced populations, who often face persistent barriers to labour market access and economic recovery.

In this context of "poly-crisis," traditional, siloed policy responses are no longer sufficient. This requires integrated, evidence-based employment policies that promote inclusion, innovation, and resilience, while addressing prevention, immediate needs and long-term development challenges.

The humanitarian-development-peace nexus provides a critical framework for such responses, calling for closer collaboration among humanitarian, development, and peace actors to address the root causes of crises, strengthen resilience in fragile and conflict-affected settings, and support pathways toward sustainable peace. Employment policies play a central role within this nexus by linking short-term employment and income support measures with longer-term strategies for job creation, improved work quality, and inclusive labour markets.

Co-organized by the Employment Policy and Analysis Programme of the ITCILO and the Employment, Labour Markets and Youth Branch of the ILO's Employment Policy, Job Creation and Livelihoods Department, in close collaboration with ILO Priority Action Programme-Decent work in crisis and post-crisis situation, the course of *Employment Policies in Fragile Settings: Prevention, Recovery and Development* is designed to strengthen the capacity of policymakers and practitioners to develop and implement effective employment policy frameworks in crisis and recovery contexts. The course equips participants with practical tools, analytical approaches, and country-level methodologies to promote decent work and resilient labour markets across diverse fragile and conflict-affected environments.

## COURSE OBJECTIVES

The overall objective of this online course is to strengthen the capacity of policymakers, including social partners and practitioners, to design and implement employment policies that promote recovery, resilience and inclusive, job-rich growth in crisis-affected contexts.

Drawing on knowledge and methodologies developed by the ILO in the past years, particularly those supported by the SIDA-ILO Partnership for 2022–25, the ILO Programme titled 'Decent work across the Humanitarian-Development-Peace Nexus (HDPN), as well as the programmes and policy practices at the global and country levels, the course aims to enable participants to:

- Apply diagnostic tools and assessment approaches to evaluate the impacts of fragility and crises on employment, including the specific challenges of conducting such assessments in post-disaster and post-conflict settings.
- Understand the role of employment and decent work within the humanitarian–development–peace nexus (HDPN) and its application to national employment policy formulation and implementation.
- Identify and assess good practices and experiences in promoting decent employment opportunities across the HDPN.
- Use key methodologies and approaches to formulate and implement comprehensive employment policies that address both immediate employment recovery needs and longer-term development and peacebuilding objectives.
- Recognize the role of employment and decent work policies in crisis prevention, including through disaster risk reduction.

# CONTENT

The course will cover the following modules:

## **Module 1: Global employment challenges in fragile settings and the humanitarian–development–peace nexus**

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This module explores current global employment challenges and the impacts of conflict, disasters, and crises on labour markets. It examines the role of employment within the Humanitarian–Development–Peace Nexus (HDPN). The module addresses the following topics:

- What are the main global employment challenges and inequalities in fragile contexts? What are the multifaceted impacts of crises on labour markets and livelihoods?
- Introduction to the ILO normative framework on employment for peace and resilience (Recommendation No. 205, 2017).
- What is the Humanitarian–Development–Peace Nexus (HDPN)? What are its key dimensions, and what role does employment promotion play across the nexus?
- How can employment contribute to peacebuilding and resilience in crisis settings, including through the application of a theory of change?

## **Module 2: Methodologies for employment analysis and diagnostics in fragile settings**

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This module focuses on measuring the impacts of crises on employment and labour markets. It examines how employment diagnostics, post-disaster needs assessments, and innovative data approaches can be used to analyse labour markets in fragile settings. The module discusses:

- How can the impacts of conflict and disasters on employment be assessed? What are the key challenges for employment diagnostics in fragile settings?
- What are the main methodologies for employment diagnostics in fragile contexts, including Post-Disaster Needs Assessments (PDNA), Recovery and Peacebuilding Assessments (RPBA), and other innovative approaches to estimating employment impacts?
- What role can employment diagnostics play in supporting employment-centred, inclusive recovery processes?

## **Module 3: ILO initiatives for employment promotion in fragile settings**

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This module introduces ILO approaches and experiences in promoting employment opportunities in fragile and crisis-affected contexts, including Employment-Intensive Investment Programmes (EIIPs), skills development, and employment services. The module addresses:

- What are the ILO's key interventions to promote decent work in crisis and post-crisis settings? What are their objectives, challenges, and institutional frameworks?
- In crisis situations, what are the main challenges faced by public employment services (PES) in delivering services, and how can these challenges be addressed?
- How can skills development initiatives in fragile settings address skills gaps and contribute to social cohesion?
- What is Employment-Intensive Investment Programmes (EIIPs), and how do they contribute to the creation of productive and decent jobs?

## **Module 4: Employment perspectives in fragile settings: Learning from country experiences**

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This module examines how employment policies can support recovery from crises, development and peacebuilding, drawing on country practices from a range of fragile settings. It explores the factors that make employment policies effective, inclusive, and resilient in contexts affected by conflict, crises, and fragility. Key issues include:

- What role can employment policies play in building resilience and supporting recovery in fragile contexts?
- How can employment policies be designed and implemented during and after crises, and what are the critical success factors?
- What processes and strategic priorities for developing employment policies in fragile settings can be identified from country experiences?

## **Module 5: Designing and implementing employment policies in fragile settings**

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This module focuses on the formulation and implementation of national employment policies in fragile settings to ensure sustainability and the long-term promotion of development, peace, and resilience. The module covers:

- ILO comprehensive employment policy frameworks.
- Review of national employment policy experiences at country and global levels.
- Formulation of national employment policies in fragile settings to support sustainable development, peace, and resilience.
- Implementation of national employment policies in fragile settings to achieve concrete employment outcomes.

## **Module 6: Developing employment policies in a crisis context- From Insight to Action**

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This final module serves as a capstone to the course and provides an interactive opportunity to share and discuss employment policies grounded in real-world contexts. Building on the analytical tools, policy frameworks, and HDPN approaches introduced in the previous modules, participants will explore how to design or improve the employment policies which address concrete challenges in their country contexts.

Through several participant-led presentations, peer learning, and engaging discussions, the session will foster collective reflection on policy design and implementation considerations. The module aims to strengthen the capacity to enhance employment policies that support inclusive recovery, building resilience, and the promotion of decent work in crisis-affected settings.

## **WHO ATTENDS THIS COURSE?**

The course targets government officials, representatives of workers' and employers' organizations, experts and technical staff, including from international organizations, development partners, working in the field of employment, labour market policies, and social protection programmes.

## FORMAT AND METHODOLOGY

As per ITCILO methodology, the course is learner-centred and highly participatory. It will be facilitated by ILO and ITCILO officials and other technical and learning experts. This course is offered online through the ITCILO eCampus platform. Different learning techniques and tools will be applied, mixing presentations delivered by experts with interactive discussions and activities to foster knowledge and experience sharing.

Modules are open on a weekly basis, with two modules per week, for a total of six modules over the three weeks' course duration. **Webinars will be delivered every Tuesday and Thursday from 10:00 to 12:00 CET.** Kindly note that the date and time of the webinars might change to accommodate participants connecting from different time zones. Any updated information on this will be provided to you in due time ahead of the course start.

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

## LANGUAGES

The course will be delivered in English and French with simultaneous interpretation.

## HOW TO APPLY

The online application form is available at: <https://oarf2.itcilo.org/DST/A9719112/en>

Deadline for application: **8 March 2026**

## TUITION FEES

€ 1'010

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

## CONTACT

[employmentpolicy@itcilo.org](mailto:employmentpolicy@itcilo.org)

## **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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