

Group Projects

As an integral part of the programme, specific sessions will be dedicated to the elaboration of group projects. Topics will be proposed and selected through a market place exercise. Different groups will be formed and shape project ideas which will be discussed with peers during the 'project clinics' on the last day of the event. The group projects will help inspire future action in the participating countries.

Methodology

The Academy is learner-centred and highly participatory. It will be facilitated by a pool of ILO and ITCILO officials and other learning experts. Different learning techniques will be applied in order to facilitate collaborative building of knowledge and experience sharing. Time will be dedicated to the presentation of national experiences.

Target audience

The Academy is addressed to:

- Government officials (policy makers, planners or technical staff) of ministries in charge of labour and employment, planning, economy and finance, or other institutions or agencies involved in the formulation and implementation of national employment policies and related programmes.
- Representatives of workers' and employers' organizations, professional and civil society organizations, particularly officials from policy and research departments and practitioners;
- Staff of international and regional development agencies, including portfolio and project managers.
- Relevant educational and training institutions.

The participation of full tripartite country delegations is encouraged (government, workers and employers). A gender-balanced participation is sought.

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

E-mail: employmentpolicy@itcilo.org

Working languages

The Academy will be a bilingual event held in English and French, with interpretation services provided during the entire programme.

Educational materials and preliminary readings will be available in both working languages, and participants will be able to discuss and present the results of group activities in the language there are more comfortable with.

How to apply

Interested candidates should complete and submit the online application form available at the following link: <https://oarf2.itcilo.org/STF/A9012128/en>

Applicants are asked to attach to their application form, or send by email, a sponsorship letter from their sponsoring institution, indicating how costs for their participation and travel to/from the course venue will be met. Please note that only applications accompanied by these documents (on line application form and official sponsorship letter) will be taken into consideration.

Deadline for application: **25 March 2019**

Costs of participation

The total participation cost is **Euro 3,735**, which includes tuition fees (Euro 2,335) and subsistence costs (Euro 1,400).

For additional information regarding payment, cancellations and refund, and general information about visas please consult:

<http://www.itcilo.org/en/training-offer/how-to-apply>

The ITCILO has a limited number of fellowships that may cover part of the subsistence and tuition fees. Please note that these fellowships do not include the international travel. If eligible, early candidates will be given priority.



A9012128

Academy on Employment

Learning from the past, preparing for the future

6 – 17 May 2019

International Training Centre of the ILO, Turin, Italy



International Labour Organization

Aprender تعلم Learn учить Apprendere Aprender 学习 Imparare Learn تعلم
Comprender 理解 Understand понимать Comprendre فهم Understand Capire
获得 Ottenere зарабатывать تحقيق Gain Obtenir 获得 Obtenir зарабатывать
Listen Écouter Escuchar 听取 Ascoltare استماع Escuchar слушать Listen
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دعم Support поддерживать Appuyer Promover 支持 Promuovere Support
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Academy on Employment • Learning from the past, preparing for the future

Background

The lack of good jobs is a major preoccupation of people in all regions. Ten years from the global financial crisis, unemployment rates in many advanced economies remain high, particularly for the youth, and insecure and poorly paid forms of employment are on the rise. In developing and emerging economies, vulnerable workers in the informal economy still account for a large share of total employment and, in spite of major progress in the past two decades, working poverty remains pervasive - with 713 million people earning less than US\$ 3.1 a day (PPP).

It is not surprising that employment promotion and its correlate – sustained and inclusive growth – are central to the Agenda 2030 for Sustainable Development and feature prominently in the day-to-day policy agendas of governments, social partners, regional and international organizations and development partners.

Tackling full employment and decent work, however, is a complex task, one that requires comprehensive and coherent sets of measures in different areas, tailored to the distinctive needs and circumstances of a country. Addressing both the demand and supply sides of the labour market is crucial. Measures to ensure the quality and productivity of jobs are needed. Fine tuning and regular monitoring of progress is important, as is coordination across different agencies and ministries (not just ministries of labour). Involving employers' organizations, trade unions and other stakeholders helps improve the design and effective implementation of employment policies.

This first edition of the Academy on Employment aims at strengthening national capacities in the design of effective employment policies and programmes by means of building on evidence and good practice. By virtue of combining insights from experts and practitioners, open debates on challenging issues, sharing of country-level experience and other participatory learning activities, the Academy aims at strengthening the knowledge of decision-makers, portfolio and project managers, representatives of employers' and workers' organizations, civil society and development partners concerned with employment questions, enhancing their capacity to come up with innovative solutions that fit their country needs.

The Academy takes place on the occasion of the ILO's centenary in 2019. It builds on the ILO's policy and normative instruments and its long-standing experience in research and technical advisory services to assist governments and the social partners attain employment goals. The report of the Global Commission on the Future of Work launched by the ILO in January 2019 will provide an additional source of ideas on the more adequate employment responses to the challenges of globalization, accelerating technological progress, shifting demographics and climate change.

Objectives of the Academy

The main objective of the Academy is to strengthen the capacities of participants in the design and implementation of policies and programmes that address the critical employment challenges in their countries.

By attending this event, participants will get to know more about:

- Good practices and innovations in key policy areas, including macroeconomic policies, sectoral policies, employment services and active labour market policies.
- How to craft coherent and well-coordinated policies and programmes that fit national realities and benefit from social dialogue and broad-based stakeholder participation.
- Targeted approaches to employment promotion for young women and men, migrant, refugees and disadvantaged groups.
- The key features of successful implementation mechanisms, including planning, resource allocation, attribution of responsibilities, coordination and results tracking.
- Operational tools and methods, e.g. for labour market analysis and diagnostics, employment and skills forecasting, monitoring and impact assessment of employment creation programmes.

In addition to enhancing capacities and knowledge, the Academy is also intended to stimulate peer learning, networking and possible future collaboration among participants and their respective institutions and organizations.

Structure and Contents

The Academy will combine interactive plenary sessions on critical issues with personalized learning paths through elective thematic courses.

Plenary sessions

The plenary sessions will engage participants in debating employment trends, current challenges, future of work issues and their policy implications. Keynote interventions will be followed by exchanges allowing country delegations and individual participants to share national experience and good practices.

Plenary sessions will cover the following topics:

- **Employment promotion: a long-standing debate and an evolving agenda**
A close look at shifts in national and international employment policy agendas and how they are influenced by current trends, technological advances and other changes.

- **The National Employment Policy process and development priorities**
Focus on the key stages in the process to design and implement national employment policies (from situation analysis to implementation strategy and review), with insights from country experiences.
- **The role of social dialogue in tackling employment challenges**
How can consultations and the involvement of social partners and other stakeholders improve the design and ownership of policies and programmes? What channels are more effective? How to strengthen capacities for effective participation?
- **Towards more inclusive labour markets and gender equality at the workplace**
Gender discrimination is a major obstacle to economic and social development. How can participation in the labour market contribute to empower women and help realize their potential for them and for society? How can employment policies promote the participation of women in the labour market?
- **Work, skills and technology**
As we look to the technological changes ahead, where do the main skills gaps reside and how to tackle them? How to promote lifelong learning? What is the role of the private sector?
- **Enterprise development and entrepreneurship**
The promotion of entrepreneurship has an important role to play in job creation. Encouraging and facilitating business start-ups provides individuals with a pathway to enter the labour market through self-employment and business development.
- **Sharing of country successes**
One plenary session will be devoted to the presentation and discussion of good practice and innovative initiatives from participating countries.
- **Panel discussion with international institutions**
Several international and regional organizations engage in assisting employment promotion. What does each partner best bring to the table? How to enhance collaboration and coherence? How to ensure respect of and alignment with national priorities?

Elective courses

The Academy offers a modular approach to individual learning through elective thematic courses each one over three consecutive days.

Participants will have the possibility to choose and follow four (two per week, one in the morning and one in the afternoon) out of the eight electives on offer. Participants will have the opportunity to select their preferred electives upon confirmation of their participation. Summary sessions at the end of week 1 and 2 will provide an opportunity to learn about the key outcomes of other electives.

The following elective courses will be on offer: (the final list of electives will be confirmed upon registration)

- **Diagnostic tools for analysing employment in the policy process**
How to build a solid knowledge base to inform the employment policy process? This elective will examine viable indicators and data techniques to analyse the labour market and identify priority problems.
- **Effective implementation of employment policies and programmes**
What are the key elements and tools to promote effective implementation, including planning frameworks, pro-employment budgeting, mechanisms for inter-ministerial coordination, labour market information systems, monitoring and evaluation mechanisms, among others?
- **Assessing the impact of policies, programmes and projects on employment**
What methodologies are available to assess and quantify the employment impact of a given policy or programme? What are the main benefits, the limitations and the costs?
- **Pro-employment macroeconomic and sectoral policies**
A major rethinking has been underway on how macroeconomic policies can be used for employment promotion. This elective will look at the main narratives, how they explain country success, and which policy packages have the greater impact on quality job creation. Specific questions will be raised: which sectors and value chains should be targeted in a given national context? How to respond to technological change? What is the potential of green jobs?
- **Decent jobs for youth**
How to adapt national policy measures and employment programmes to the specific characteristics of youth participation in the labour market?
- **Active labour market policies and employment services**
Encompassing diverse interventions, how active labour market policies can be used to increase decent employment opportunities, and how to enhance their effectiveness? How should employment services adapt to fast changing labour markets, and to specific needs of vulnerable groups (migrants, refugees, youth, rural workers...)
- **Transition to formality**
Is the transition to formality just a matter of regulatory interventions? Can improvements in the operational environment of micro and small enterprises play a role? What are countries doing that works?
- **Employment promotion for vulnerable groups in fragile settings**
Fragile settings and crisis situations due to natural disasters and conflicts do create distinctive challenges for groups that are most vulnerable and more exposed to displacement and deprivation, e.g. refugees, migrants, youth in post-conflict, etc. What special programmes can be more effective? What lessons have been learnt from current experience?