



EMPLOYMENT POLICY

EFFECTIVE EMPLOYMENT POLICIES

FROM GLOBAL FRAMEWORKS TO LOCAL ACTION

5 – 9 MAY 2025
TURIN, ITALY

Information Note

BACKGROUND

Many countries around the world are facing persistent employment challenges, while a range of inequalities remain key features of labour markets. Certain groups, in particular women, young people and people in crisis settings, are experiencing specific barriers to accessing decent and productive employment. Meanwhile, the world of work continues to be influenced by transforming forces such as technological innovations, demographic shifts, and globalization, as well as climate change. With slowing global growth, the process of recovery from the COVID pandemic has been hindered by the ongoing cost-of-living crisis, which has hurt jobs and livelihoods in the poorest countries while developed economies have experienced tight labour markets. Moreover, in the current era of global socio-economic challenges and political shifts, with high levels of social unrest and conflicts around the world, there are additional important implications on employment policy development and implementation to consider.

Against this backdrop, and based on the Employment Policy Convention, 1964 (No. 122), the ILO's approach provides a well-tested and robust comprehensive policy framework addressing the threefold challenges of employment creation, work quality and access to jobs through leveraging macro, sectoral and labour market policies that have an influence on employment outcomes. As such, it involves actors beyond ministries in charge of employment and social partners to formulate concerted actions and consensus building through social dialogue.

While an increasing number of countries have now adopted such policies, the key challenge is implementation due to insufficient operationalization. Given that employment is a cross-cutting concern, requiring political commitment and a "whole-of-government" approach, implementation of employment policies poses various challenges in terms of coordination, accountability and financing/budgeting. In contexts of heightened uncertainty and, quite often, constrained fiscal space, policymakers need to adapt their employment policy approach to follow more agile processes that allow for faster adjustment and more regular monitoring.

To strengthen the role and implementation of effective national employment policies, the [Employment Policy and Analysis Programme of the ITCILO](#) and the Employment Labour Markets and Youth Branch of the [ILO Employment Policy, Job Creation and Livelihoods Department](#) are joining forces to organize this course. With the objective of translating policy commitments into concrete results, the course will equip participants with the insights and tools necessary to effectively design and implement comprehensive employment policy frameworks that are able to respond to the complex challenges of today and will provide them with a robust understanding of how to foster economic resilience and inclusive job-rich growth.

COURSE OBJECTIVES

The main objective of the course is to strengthen the capacities of policymakers, including social partners to effectively design and implement comprehensive policy employment frameworks.

By exposing participants to an appropriate combination of theoretical insights, hands-on experiences and knowledge sharing, the course will allow them to:

- Describe what the constraints in labour markets are and what hinders economies from creating the jobs needed to achieve full and productive employment and decent work for all.
- Become familiar with the key aspects of designing and implementing comprehensive and effective employment policies that address both short-term and structural employment challenges.
- Understand how to include drivers of change (demographic change, digitalisation, climate change) in the design of effective employment policies.

- Analyse the different elements constituting a gender-responsive comprehensive employment policy framework within the policy cycle, from employment services to macroeconomic frameworks.
- Explain the role of social dialogue in crafting and implementing comprehensive coherent and well-coordinated policies that fit national realities and are adapted to the current and future world of work.
- Take stock of current good practices and adjust them to the national context of the participating countries.
- Point out the importance of including vulnerable groups both in the content of employment policies as well as in their negotiations and consultations.

CONTENT

The course will touch upon and address the following topics and issues:

Module 1/Day 1: Taking stock of the situation and preparing the ground

- What are the labour market challenges and why are they so persistent?
- What do we mean by comprehensive employment policy frameworks? What information do we need to make them work?
- What is a policy cycle and why does it matter?
- What is the role and importance of social dialogue for the design and implementation of employment policies?

Module 2/Day 2: Analysing future scenarios for employment creation

- What do we mean by structural transformation and what is the role of macro-policies in fostering employment-friendly structural transformation?
- How to future-proof comprehensive employment policy frameworks in the context of:
 - Evolutions in digitalisation and artificial intelligence
 - A just transition to a greener world of work
 - Demographic changes in an aging society

Module 3/ Day 3: Designing inclusive and effective Employment Policies

- What role do labour market information systems play in the policy cycle? Why do we need strong diagnostics?
- What do we mean by a whole-of-government approach to promoting comprehensive and inclusive employment policy frameworks? What are the challenges and opportunities?
- Why do gender-responsive employment policies matter?
- What is the role of social protection in employment policies?
- What are the roles and responsibilities within the skills component of comprehensive employment policy approaches?
- How to make sure vulnerable and disadvantaged groups (such as workers in the informal economy, migrants and refugees) as well as youth are included in comprehensive employment policy frameworks?

Module 4/Day 4: Planning for and implementing inclusive and effective employment policies

- What are the tools available for planning for and implementing comprehensive employment policy frameworks?
 - **Planning:** What is pro-employment budgeting and how can policy coordination help in financing the implementation of comprehensive employment policy frameworks?
 - **Action:** How to implement employment policies effectively: does and don'ts; What is the role of Public Employment Services in supporting employment policy implementation?
 - **Assessing:** What do we mean by employment impact assessment and how can the ILO's implementation assessment tool support policy design and implementation?

Module 5/Day 5: Wrap-up and conclusions

The last day of the course will be dedicated to wrapping-up the main findings of the week and related group works that will be undertaken throughout the week and to the collective drafting of recommendations/conclusions that will potentially serve as guidelines for the way forward of participants and countries attending the course.

WHO ATTENDS THIS COURSE?

The course targets government officials, representatives of workers' and employers' organizations, experts and technical staff, including from development partners, working in the field of employment and labour market policies. Gender-balanced participation is sought as well as participation from full country delegations (i.e., employers, workers and government).

FORMAT AND METHODOLOGY

As per ITCILO methodology, the course is learner-centred and highly participatory. It will be facilitated by a pool of ILO and ITCILO officials and other technical and learning experts. Different learning techniques and tools (including AI technologies) will be applied, mixing presentations delivered by subject matter experts with group discussions and activities to foster knowledge and experience sharing.

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

Find the application form <https://oarf2.itcilo.org/STF/A9018140/en> and apply before **April 13th, 2025**.

TUITION FEES

Tuition €1,825

Subsistence €720

Total €2,545

ITCILO 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

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

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

employmentpolicy@itcilo.org
www.itcilo.org

COURSE CODE: A9018140