



ONLINE

EMPLOYMENT POLICY

EMPLOYMENT IN AGEING SOCIETIES

2 – 13 DECEMBER 2024

 2 WEEKS, 12 LEARNING HOURS

Information Note



International
Labour
Organization

ITC



International Training Centre

BACKGROUND

A person born today in Europe has a 50 per cent chance to become 100 years old, and in some countries such as Japan the probability is even higher. However, this is not an issue that only involves advanced economies. For instance, life expectancy in Africa has grown very fast and now stands at almost 65 years. As a consequence, workforces are also ageing, either because people want to work longer or because they have to in order to make ends meet.

Nonetheless, labour force participation rates for older people are still the lowest of all age groups all over the world, indicating that we don't use the potential of older workers in a way that ageing societies need to. Low participation rates are a particular issue for women, adding in many cases to growing old age poverty amongst women.

In order to effectively respond to this demographic transition, it is first of all important to understand how this affects the labour market and specific sectors (such as agriculture and the care sector, among others) of both advanced and emerging countries. Secondly, it is key to highlight the potential opportunities of ageing societies for labour markets.

This course, organized by the Employment Policy and Analysis Programme of the ITCILO in collaboration with the Employment Policy Department of the ILO, will analyse both the macro and micro aspects of ageing trends and will provide participants with insights on how to analyse the trend and its implications for societies and what type of policies are needed to support inclusive societies that take into account the need for intergenerational justice linked to labour markets, workplaces and societies as a whole. In doing so, the course will draw on the latest ILO research and countries' experiences, with a view to raising awareness among policy makers, social partners and the general public on the issues related to ageing workforces within ageing societies.

COURSE OBJECTIVES

This new course has a two-fold objective: on the one hand, thanks to the contribution of senior ILO experts, this course aims at interpreting current trends of ageing workforces and societies in order to raise awareness and better equip participants and their respective to effectively respond to these issues and turn challenges into opportunities. On the other hand, the outcomes of the interactions and the experience shared during the course will feed into the research that the ILO Employment Policy Department is currently carrying out on the topic and will enable participants to learn from each other.

Participants will therefore play a key role in this two-way learning and knowledge-sharing process. Moreover, by exposing them to an appropriate combination of theoretical insights and knowledge sharing, the course will allow participants to:

- Become familiar with relevant indicators and current trends of ageing workforces and societies both at global and sectoral level;

- Acknowledge the challenges and opportunities arising from ageing societies;
- Analyse how employment policies can respond to the challenges brought by an ageing workforce;
- Become aware of the biases and perceptions linked to ageism in societies and workplaces;
- Become familiar with the concept of intergenerational solidarity and its importance in supporting future societies and labour markets.

CONTENT

The course will consist of the following four Modules:

Module 1: Ageing societies: trends and diagnostics

This module will identify ageing trends in societies and analyse the impact this has on labour markets in advanced and emerging countries, by dealing with the following issues:

- What are the key indicators that help us to analyse ageing societies and their impact on labour markets?
- What are the sectoral ageing trends in advanced and emerging countries and why is it important to measure them?

Module 2: Overcoming perceptions: fighting against ageism in societies and workplaces

Existing perceptions regarding older workers are one of the biggest challenges that hinder the integration of older people into workforces. Overcoming them is a precondition for successful integration. In light of that, this module will discuss the following issues:

- What is ageism?
- Why does ageism hinder the integration of older worker?
- What forms of ageism exist at the workplace?
- What are the responsibilities in societies to overcome ageism?

Module 3: Responding to ageing societies through employment policies

This module will focus on the role of policies to cater for and support an ageing workforce, by answering to the following questions:

- How can macroeconomic policies ensure age-sensitive job creation?
- How can sectoral policies respond to the needs of an ageing workforce?
- How can active labour market policies contribute to the activation of older workers? And what role do employment services need to play in the implementation of active labour market policies?

Module 4: Intergenerational solidarity in societies and at the workplace

This module will investigate how intergenerational solidarity can help to overcome the divide between young and old people in societies and at the workplace, by answering to the following key questions:

- What does intergenerational solidarity mean?
- Why does it not exist and why is it so important for societies, workers and enterprises?
- What policies can help to ensure intergenerational solidarity?
- What are best practices at the enterprise level to ensure intergenerational solidarity?

WHO ATTENDS THIS COURSE?

The course is designed for professionals working in the field of employment and labour market policies, including: Government officials; Representatives of workers' and employers' organizations; International organizations and development agencies; Private sector entities; Research and higher education institutions; Civil society organizations; Individual practitioners and consultants working on the issue.

FORMAT AND METHODOLOGY

This course is offered fully online by current policy experts and practitioners of the ILO and other partners through the ITCILO eCampus platform. Each module combines: online materials, one webinar for live debate and discussions with experts and peers, and learning activities to help participants learn more effectively. While participants are recommended to complete the activities of one module before starting the next one, access to modules is not conditional on that.

Modules are open on a weekly basis, with two modules per week, for a total of four modules over the two weeks' course duration. *Webinars will be delivered every Tuesday and Thursday from 13:00 to 15:00 CET. Kindly note that the date and time of the webinars might change in order 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.

The course has been designed according to a learner-centred approach in order to better involve participants and keep them motivated. Different methods will be used to make it highly interactive and engaging.

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

HOW TO APPLY

You can find the application form here: <https://oarf2.itcilo.org/DST/A9717072/en>

Deadline for application is: **November 25th 2024**

TUITION FEES

€785

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!

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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COURSE CODE: A9717072