



ONLINE

EMPLOYMENT POLICY

# EFFECTIVE EMPLOYMENT POLICIES

COMPREHENSIVE EMPLOYMENT POLICY FRAMEWORKS  
FOR DECENT WORK

11 – 29 NOVEMBER 2024

 3 WEEKS, 24 LEARNING HOURS

*Information Note*



International  
Labour  
Organization



International Training Centre

## BACKGROUND

Many countries around the world are facing persistent employment challenges, including unemployment, underemployment and informality, and a range of inequalities remain key challenges in labour markets. Certain groups, including women, young people, older people, the less skilled and other disadvantaged and vulnerable parts of the population are experiencing specific barriers to accessing decent and productive employment. Meanwhile, the world of work continues to be transformed by technological innovations, demographic shifts, the reconfiguration of trade, and climate change. In 2020, the COVID-19 pandemic provoked a severe economic and labour market downturn, which further exacerbated existing challenges and deepened inequalities. Growth perspectives remain weak for many countries and achieving SDGs, particularly SDG 8, will require renewed and accelerated action.

In order to effectively support countries in responding to current and future employment and labour market challenges, the International Labour Organization proposes the formulation and implementation of tripartite designed, gender-responsive comprehensive employment policy frameworks. The comprehensive nature of these policy frameworks allows for a broad scope of action in addressing the threefold challenges of employment creation, work quality and access to jobs through leveraging gender-responsive macroeconomic, sectoral and labour market policies that can deliver positive employment outcomes. The implementation of such comprehensive employment policy frameworks calls for a coherent, inclusive and coordinated decision-making process, supported by sound social dialogue and a whole-of-government approach (beyond ministries of labour) to formulate concerted actions and build consensus.

The online course *Effective Employment Policies*, developed by the Employment Policy and Analysis Programme of the International Training Centre of the ILO in close collaboration with the ILO Employment Policy Department (EMPLOYMENT), will equip participants with the insights and tools necessary at each step of the policy cycle of comprehensive employment policy frameworks that respond to the complex challenges of our era and 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 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:

- Understand 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;
- Analyse the different elements constituting a gender-responsive comprehensive employment policy framework within the policy cycle, from employment services to macroeconomic frameworks;
- Understand the role of social dialogue in crafting comprehensive coherent and well-coordinated policies that fit national realities and are adapted to the current and future realities;
- Take stock of current good practices and adjust them to the national context of the participating countries.

## CONTENT

The course consists of six Modules, whose content will respond to the following issues/ guiding questions:

### **Module 1: Effective and comprehensive employment policies – an introduction**

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- What are the labour market challenges and why are they so persistent?
- What do we mean by comprehensive employment policy frameworks?
- What are key features of a successful employment policy process, and the employment policy cycle?
- What information do we need to make them work?

### **Module 2: Gender-responsive comprehensive employment policy frameworks for structural transformation**

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- What do we mean by structural transformation and why do gender-responsive employment policies matter? What is the role of macro-policies in fostering employment-friendly structural transformation?
- How to address the different drivers of change, including digitalisation, climate change, demographic shifts, and globalisation, as well as challenges such as informality?
- Which are the sectors to invest in to address gender and other inequalities in the labour market? What are the roles and responsibilities within a whole-of-society approach?

### **Module 3: Design of effective employment policies**

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- What are the detailed steps of the policy cycle, and especially of the formulation phase?
- How should an employment policy be structured?
- Why do we need strong diagnostics for sound policy formulation? How to achieve evidence-based policymaking?
- What role do labour market information systems play in the policy cycle?

### **Module 4: Social dialogue and meaningful engagement of vulnerable and disadvantaged groups**

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- Why and how can social dialogue help in creating decent work?
- How can we engage the most vulnerable groups?
- What are the examples of social dialogue for the formulation of employment policies?

### **Module 5: The role of Public Employment Services in the implementation of effective employment policies**

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- What is the role of Public Employment Services in supporting employment policy implementation? What type of active labour market measures can be considered?
- What defines an effective Public Employment Service?
- How can digitalisation affect the action of Public Employment Services?

### **Module 6: Implementation of employment policies**

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- What are some lessons learned from policy implementation in various countries?
- What are tools available for the implementation of comprehensive employment policy frameworks? How can a whole-of-government approach be reached?
- What is pro-employment budgeting? What about financing the implementation of a comprehensive employment policy framework?
- What do we mean by employment impact assessment and why is it so important?

## **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.

## 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 six modules over the three weeks' course duration. **Webinars will be delivered from 11<sup>th</sup> to 29<sup>th</sup> November, every Tuesday and Thursday from 14:00 to 16:00 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

Please apply as soon as possible **by November 5<sup>th</sup>**, through the form available here: <https://oarf2.itcilo.org/DST/A9717080/en>

## TUITION FEES

€ 995

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: A9717080**