



ONLINE

JOB CREATION

FINANCING JOB CREATION

SHAPING PUBLIC EXPENDITURE FOR INCLUSIVE EMPLOYMENT

17 MARCH -18 APRIL 2025

🕒 5 WEEKS, 30 HOURS

Information Note



International
Labour
Organization

ITC



International Training Centre



BACKGROUND

Many countries globally face the persistent challenge of creating sufficient employment opportunities and improving living standards for their citizens. This challenge is multifaceted, with a significant portion of the workforce outside the labour force. According to the ILO, the global jobs gap – the estimated number of people who want to work but do not have a job – reached 402 million in 2024. This includes 186 million unemployed people, 137 million who are temporarily unavailable to work, and 79 million discouraged workers who have stopped looking for jobs. Furthermore, a large majority of those who are employed work in the informal economy, often without adequate working conditions or access to social insurance. These conditions often perpetuate poverty and limit economic development, highlighting the urgent need for effective employment policies and strategies.

However, employment is a cross-cutting issue, and implementation requires a comprehensive approach that addresses supply, demand, and labour market governance. Indeed, it is not just a question of direct interventions by ministries in charge of employment but involves all policies and branches of government that have an influence on job creation. Accordingly, an effective and systematic response to these issues requires a strategic and coordinated approach to both public expenditure and financing strategies which generate employment multipliers, ensuring that budgets and all related government interventions actively promote employment creation, improve the quality of jobs, and facilitate access to employment opportunities for all population groups.

To respond to these critical needs, this brand new online course on Financing Job Creation, developed by the Employment Policy and Analysis Programme of the ITCILO in collaboration with the Employment, Job Creation and Livelihood Department of the ILO, will provide participants with a comprehensive understanding of how to develop and implement pro-employment budgeting strategies, assess various financing options, analyse the impact of public expenditures on employment outcomes, and use tools for effective resource allocation.

In particular, the course will explore the principles of pro-employment budgeting, a concept that emphasizes maximizing the impact of existing resources on employment outcomes rather than simply increasing overall spending. Moreover, it will delve into the importance of integrating employment targets within national and regional development plans, as well as economic and other relevant policies. It will emphasize the significance of policy coherence and coordination across government agencies, highlighting the importance of applying a whole-of-government approach as well as effective social dialogue practices to ensure that social partners and relevant stakeholders are involved.

The course will further provide tools and methodologies for conducting employment-related public expenditure reviews (ERPES) to help governments identify resource needs and make strategic reallocations that actively support employment. Finally, the course will examine how Integrated National Financing Frameworks (INFFs) can be leveraged to align financing strategies with decent work objectives, ensuring that employment considerations are central to national development and resource mobilization efforts.

COURSE OBJECTIVES

This course is essential for anyone seeking to understand and implement effective strategies for financing job creation and shaping public expenditure for inclusive employment. By the end of the course, participants will be equipped with the knowledge and skills necessary to make a meaningful contribution to improving labour market outcomes in their respective countries.

Upon completion of this course, participants will be able to:

- Identify the principles of pro-employment budgeting and its importance in achieving national employment goals.
- Identify the key issues for financing the implementation of employment policies and for making financing flows more conducive to job creation.
- Analyse and assess the impact of various public expenditure policies on employment creation, job quality, and access to employment.
- Conduct employment-related public expenditure reviews (ERPES) to identify resource needs and make strategic reallocations that support employment.
- Identify how to integrate employment targets into national and regional development plans and frameworks.
- Use labour market information systems (LMIS) to inform employment policies and budget decisions.
- Understand the importance of a well-functioning, tripartite and inter-ministerial coordination structure for effective pro-employment budgeting implementation.
- Advocate for employment-friendly budgets and mainstream employment issues in national planning processes.

CONTENT

The course is structured to equip participants with the knowledge, tools, and strategies necessary to effectively finance job creation initiatives. The content is designed around five key modules, each focusing on specific aspects of employment promotion, public budgeting, and integrated national frameworks.

Module 1. General introduction to employment and public expenditure

- Overview of common labour market challenges and comprehensive employment policy frameworks
- Exploring the link between job creation and sustainable economic development
- Introduction to employment policies and their link to national development plans
- Principles of pro-employment budgeting
- Understanding the relationship between public expenditure and employment outcomes
- The importance of policy coherence and coordination across government agencies
- Overview of relevant international labour standards and frameworks, such as the ILO Employment Policy Convention, 1964 (No. 122)

Module 2. Tools for Employment-Related Public Expenditure Reviews (ERPEs)

- Conceptual framework and methodology for analysing employment-related public expenditures
- Identifying and classifying different types of ERPEs
- Using fiscal frameworks and budget analysis to assess the impact of public expenditures on employment
- Practical exercises on conducting ERPEs, using case studies from different countries

Module 3. Implementing Pro-Employment Budgeting Strategies

- Integrating employment objectives into national and sectoral development plans
- Structure of public budgets and key features of the budgeting process
- Mainstreaming employment into Medium-Term Expenditure Frameworks (MTEF)
- Developing employment action plans (EAP) and employment work plans (EWP)
- Establishing an effective inter-ministerial coordination structure
- Tools for aligning public expenditure with employment objectives
- Strategies for ensuring the financial sustainability of pro-employment budgeting
- Good practices in pro-employment budget planning and allocation

Module 4. Broadening the perspective: financing strategies for decent job creation

- Mainstreaming decent jobs in national financing strategies or frameworks
- Zoom in on the macro dimension of pro-employment financing strategies
- Zoom in on harnessing private sector investment for stronger multipliers
- Case studies on financing strategies for decent job creation

Module 5. Converging pro-employment financing initiatives through labour market information systems (LMIs)

- Defining key performance indicators for assessing employment impacts of financing initiatives
- Using data-driven methodologies for effective monitoring and evaluation of employment projects
- Developing adaptive strategies that address underperformance in employment financing
- Integrating technology and real-time data for better evaluation and reporting on financial resources
- Ensuring accountability, transparency, and coherence across financing frameworks
- Encouraging a holistic approach that aligns multiple financing streams and economic development programs towards shared employment goals

WHO ATTENDS THIS COURSE?

In order to foster a whole-of-government and tripartite approach to pro-employment budgeting, the course targets government officials from all ministries involved in pro-employment budgeting (Ministry of Finance, Economic Planning and Development, Labour and Employment, as well as other sectoral or economic ministries depending on national contexts), representatives of workers' and employers' organizations, experts and technical staff, including from development partners, working in the field of public finance, employment and labour market policies. Gender-balanced participation is sought as well as participation of full country delegations.

FORMAT AND METHODOLOGY

The course will follow the ITCILO participatory approach and will facilitate discussions between experts, current policy experts and practitioners of the ILO and other partners. This course is offered online through the ITCILO eCampus platform. Each module combines: online materials, webinar for live debate and discussions with experts and peers, and learning activities to help participants learn more effectively. *Live webinars will take place every Thursday during the weeks of the course, they will be 2-hours long and start at 2PM Turin time (please check your timezone and block your agenda accordingly!).* Participants are required to actively attend these webinars. A certificate of participation will be issued for participants who complete the required criteria set through participation frequency and activity completion.

Dates of the live webinars:

- Webinar 1: **20th March**
- Webinar 2: **27th March**
- Webinar 3: **3rd April**
- Webinar 4: **10th April**
- Webinar 5: **17th April**

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.

HOW TO APPLY

You can find the application form here: <https://oarf2.itcilo.org/DST/A9718133/en>

Deadline for application: **March 9th 2025**

TUITION FEES

€990

ITCILO has a limited number of fellowships available for developing countries that may cover part of the tuition fees! If eligible, early applicants will be given priority so, if interested in the course, please enquire as soon as possible. *You will be able to add your request for an ITCILO fellowship directly in the application form mentioned above.*

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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