



ONLINE

EMPLOYMENT POLICY

GENDER AND EMPLOYMENT POLICIES

17 MARCH – 11 APRIL 2025

 4 WEEKS, 24 LEARNING HOURS

Information Note



International
Labour
Organization



International Training Centre

BACKGROUND

Despite notable advances in gender equality at work over the past decades, employment trends continue to point towards deficiencies in decent work opportunities for women. Women's rights to work and rights at work are not guaranteed, even in the most advanced economies. Gender pay gaps; sectoral and occupational segregation; a lack of access to good quality care services, and the unequal sharing of care responsibilities between women and men persist and have in some cases exacerbated. To address these challenges, gender-responsive and integrated employment policies are needed.

Gender-responsive employment policies are those that explicitly address gender inequalities through the creation of full, productive and freely chosen employment for all. The ILO argues for taking a comprehensive and integrated policy approach towards employment promotion, based on a recognition that employment outcomes depend on a wide array of factors, and that markets alone might not be able to create enough decent employment opportunities, especially for women. Gender equality objectives help in overcoming the structural challenges that hold women back in the labour market.

Gender-responsive macroeconomic policies can explicitly promote gender equality through fiscal and monetary policies, and gender-responsive sectoral policies can lead to a gender-equitable structural transformation. Investments in the care economy, in turn, create employment (particularly for women) while at the same time helping remove some of the barriers women face in engaging in the labour market.

Recognizing the crucial link between gender and employment, this course, organized by the Employment Policy and Analysis Programme of the ITCILO in collaboration with the Gender Group (EMPLAB) in Employment Policy Department of the ILO, aims to equip participants with the knowledge needed to produce gender-responsive employment diagnostics, highlighting the impact of macroeconomic, sectoral and employment policies on women's inclusion in the labour market. And will provide tools to design and implement gender-responsive employment policies. It will also provide participants with tools to make the economic and employment case for investments in care economy.

COURSE OBJECTIVES

This online course offers the opportunity to learn how to address gender inequalities in the labour market through gender-responsive and integrated approaches, with an emphasis in demand-side challenges.

The objective of this course is to equip participants with a comprehensive understanding of key concepts and analytical frameworks related to gender and employment. This course highlights the impacts and challenges of gender-responsive employment policies, including macroeconomic policies, sectoral policies, and National Employment Policies (NEPs) policies. This training also provides practical guidance on designing and implementing gender-responsive employment policies and programs that promote decent work for all.

CONTENT

The course will consist of the following four Modules:

Module 1 – Gender-responsive Macroeconomic Policies

This module will present an overview of gender-responsive employment policies and identify the impacts and challenges of implementing gender-responsive macroeconomic policies, by dealing with the following issues:

- What employment policies have to do with gender equality?
- How can we promote gender-responsive macroeconomic policies and how can we analyse their impacts?
- What kind of gender biases exist in mainstream macroeconomic policies?

Module 2 – Gender-responsive Sectoral Policies

Gender-responsive sectoral policies are crucial to address gender inequalities in employment. To design gender-responsive sectoral policies, this module will discuss the following issues:

- Why are gender-responsive sectoral policies important?
- How can we design gender-responsive sectoral policies?
- How can we prioritise the sectors and identify the barriers for gender-responsive sectoral policies?

Module 3 – Public Investments in the Care Economy

This module will identify how public investment in care services contribute for creating decent jobs, inclusive growth and reduce gender inequalities, by answering to the following questions:

- How can public investments in the care economy ensure jobs generation and reducing gender gaps?
- How to identify the coverage gaps in care services and estimate the required resources?
- How can we assess the economic returns of investing in care?

Module 4 – Gender-responsive employment policy frameworks

This module will explore the framework for effectively crafting gender-responsive comprehensive employment policy frameworks, by answering to the following key questions:

- How can comprehensive employment policy frameworks address the gendered structure of the economy?
- What stages are involved in creating gender-responsive comprehensive employment policy frameworks?
- How can a gender perspective be integrated into all stages of the employment policy design and implementation?

WHO ATTENDS THIS COURSE?

This course is designed for:

Policy makers, policy advisors, planners, technical officials and other technical experts from institutions working in the areas of employment and of gender;

Government officials from Ministries of Labour and other line ministries, including Ministries of Economy, Finance, Planning and Central Banks;

Representatives of workers' and employers' organizations;

Staff from international and regional organizations as well as donor agencies and academic institutions working on employment and gender issues.

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. Each module will have a webinar at 2PM (CET) on Wednesday during the weeks of the course, and the participants are required to attend these webinars actively.

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: 19th March
- Webinar 2: 26th March
- Webinar 3: 2nd April
- Webinar 4: 9th April

HOW TO APPLY

You can find the application form here: <https://oarf2.itcilo.org/DST/A9718135/en>

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

TUITION FEES

€ 990

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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