



ONLINE

POLICY DESIGN

EMPLOYMENT POLICIES FOR A HUMAN-CENTRED RECOVERY

CREATING JOBS AND PROMOTING TRANSITIONS

20 APRIL – 31 MAY 2022

 6 WEEKS, 5 HRS/WEEK

Information Note



International
Labour
Organization



International Training Centre

BACKGROUND

For more than two years, the **COVID-19 pandemic** has deeply affected economies and labour markets around the world. Following a deep recession in 2020, recovery stalled over 2021 due to new variants and the need for continuing lockdown measures to contain the virus. At the start of 2022, there is now evidence of a much **stronger recovery in advanced economies**, where, in some cases, labour market deficits have declined significantly. At the same time, in many developing countries, the deficits in terms of unemployment, inactivity, underemployment and informality remain persistent. Many of the hard-hit groups, including women, youth and informal workers, still face major challenges. Overall, the COVID-19 crisis has resulted in **deeper within and between country inequalities**.

While policy responses over 2020-21 were substantial, significant gaps exist in the poorest countries, which are being further challenged by rising debt levels and increasing inflation. Without concerted action by governments, employers' and workers' organizations, and the international community, the crisis effects will endure well beyond the pandemic itself, with **deep implications for the achievement of social justice and decent work for all**.

Against this background, government, employer and worker delegates from 181 countries unanimously adopted in June 2021 a *Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient*. This call constitutes a clear commitment to full, productive and freely chosen employment and decent work, the needs of the most vulnerable and hardest hit by the pandemic, and the support for sustainable jobs and incomes at the heart of the strategies to build forward better from the crisis.

In this context, **gender-responsive national employment policies have a critical role to play in supporting a human-centred recovery**. Based on the Employment Policy Convention, 1964 (No. 122), ILO's approach provides a well-tested and robust comprehensive policy framework, which involves social partners and other key stakeholders to formulate concerted actions and consensus building measures through social dialogue. COVID-19 employment recovery strategies need to encompass responses across macroeconomic and sectoral policies, sustainable enterprise development, social protection and skills development policies, as well as labour market policies and institutional solutions. In light of future of work trends, which have been further propelled by the COVID-19 crisis, policy responses need to address **the impact of digitalization and climate change** towards the goal of a just transition. Greater emphasis is needed on the implementation of these policies to ensure that objectives are translated into results.

In response to requests made by ILO's constituents to strengthen the role of gender-responsive national employment policies for promoting a human-centred recovery, the

Employment Policy and Analysis Programme of the ITCILO and the Employment Policy Department of the ILO are joining forces to organize this course. [Join us on line!](#)

COURSE OBJECTIVES

The primary objective of the course is to strengthen the capacities of governments and social partners in the design and implementation of gender-responsive national employment policies by means of building on evidence and good practices. In particular, by attending this course, participants will improve their capacity to come up with innovative policies that focus on not only recovery from COVID-19 crisis, but also the overarching and longstanding employment challenges and future of work trends.

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

- How employment-centred policies are critical in promoting a human-centred recovery from the COVID-19 crisis, including their role in addressing gender disparities and the needs of young people;
- How to apply employment diagnostic approaches to inform policy responses;
- How macroeconomic policy responses impact employment recovery, along with the importance of sectoral measures to support longer-term changes, including in terms of the impact of digitalization and the transition to a more sustainable economy;
- How to use active labour market programmes and employment services to promote transitions, especially for those groups hardest hit by the crisis, while supporting shifts to new sectors, along with the importance of integrating employment and social protection measures;
- How to utilize social dialogue to craft coherent and well-coordinated policies and programmes that fit national realities and are adapted to the current and future realities; and
- How to ensure effective implementation of employment policies and programmes and to translate policies into actions.

WHAT WILL I LEARN?

The course refers to the ILO's policy and normative instruments and its long-standing experience in research and technical advisory services to assist governments and social partners work towards employment goals, now adapted to the challenges of the COVID-19 crisis. It builds on inputs from academic experts, as well as on practitioner experiences and knowledge and tools developed for job-oriented policy responses to date, including for the COVID-19 crisis. There is a strong focus on peer learning and exchanges on lessons learned during the crisis.

The programme is structured around the following six modules:

Module 1 The COVID-19 Crisis and National Employment Policies for Recovery

This module presents an overview of the impact of the COVID-19 crisis and the nature of labour market recovery, along with the role of national employment policies in supporting a human-centred recovery. The module also outlines the importance of gender dimensions to the course, along with the cross-cutting issues of youth and informality.

Module 2 Employment Diagnostics for Monitoring Recovery

In this module, participants learn about ILO's approach to employment diagnostics, drawing on COVID-19 assessments and lessons learned in terms of innovations in data and methodologies to understand the crisis impact. The module also highlights the use of diagnostics for employment recovery monitoring.

Module 3 Macroeconomic and Sectoral Policies for Structural Transformation and Job Creation

This module focuses on two key elements: (i) macroeconomic policies to support employment and incomes in the context of recovery from the COVID-19 crisis; and (ii) sector-focused policy interventions, including those responding to digitalization trends and measures needed to support a just transition.

Module 4 Active Labour Market Policies and Labour Market Institutions to Support Transitions

This module deals with the role of employment services in supporting recovery efforts. It reviews the range of active labour market policies utilized during the crisis (e.g. wage subsidies) and highlights the key lessons for the use of such measures to support recovery. The module also underscores the importance of an integrated approach to employment and social protection to promote greater inclusion and labour market resilience.

Module 5 Social Dialogue for More Effective Employment Policies and an Inclusive Recovery

In this module, participants learn about the centrality of social dialogue in the formulation and implementation of employment policies, including during this phase of the COVID-19 crisis when the focus is on promoting a human-centred recovery. Examples and lessons on the engagement of worker and employer representatives in policy processes will be highlighted.

Module 6 Sharing Lessons on the Implementation of Employment Policies for Recovery

This module focuses on key implementation issues, including inter-institutional coordination, budgeting, M&E, and accountability, based on concrete country examples and lessons on the implementation of employment policies during the COVID-19 crisis. It draws from the ILO's analysis of country policy responses and participants' own experiences.

WHY SHOULD I JOIN?

- This e-learning course will be **participatory** and facilitate discussions between experts, including ILO specialists and ITCILO trainers, and participants from around the world.
- A **blend of online resources**, ‘real time’ interactive sessions, individual and collaborative group exercises allow for knowledge-sharing and reflection between practitioners and analysts that help deepen the understanding of participants of their specific country circumstances and related economic and sector policy challenges.
- It draws on a **long-standing experience of the ILO** on policy advice and technical assistance in the area of employment policies.
- Successful completion of the course leads to an official ITCILO **Certificate of Participation**.

WHO ATTENDS THIS COURSE?

The course targets senior government officials of ministries of employment/labour, economy, finance and planning, and line ministries, representatives of workers’ and employers’ organizations, experts and technical staff, including from development partners, working in the field of employment and labour market policies. A gender-balanced participation is sought.

FORMAT AND METHODOLOGY

This course is offered fully online through the ITCILO eCampus platform. It is implemented in an asynchronous modality where participants can plan their own learning at their own pace. Furthermore, the course offers options for live debate and discussions through online webinars, which provide an optional opportunity for engaging with experts and peers.

Each module combines online materials, one webinar and learning activities to help participants learn more effectively. Modules are open on a weekly basis. While participants are recommended to complete the activities of one module before starting the next one, access to modules is not conditional on that.

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

Find the application form at <https://oarf2.itcilo.org/DST/A9714883/en> and apply before **3rd of April 2022**.

TUITION FEES

Euro 900

ITCILO will offer a limited number of fellowships which may cover part of the fee. If eligible, early applicants will be given priority. Please enquire 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

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



SCAN THE QR CODE
OR VISIT

bit.ly/3sRbtPg

COURSE CODE: A9714883