



BLENDED

TOPIC NAME

FROM RESEARCH TO POLICY

EVIDENCE-BASED POLICY MAKING FOR DECENT WORK AND SOCIAL JUSTICE

19 MAY – 2 JUNE 2025

BLENDED: ONLINE AND IN PERSON (ITCILO AND ILO GENEVA)

Information Note



International
Labour
Organization

ITC



International Training Centre



BACKGROUND

The global challenges faced by countries, ranging from geopolitical instabilities, increasing inequalities, and a reversal of gains in living standards due to the COVID-19 pandemic health crises to financial crises and cost of living, have created an urgent need for evidence-based policymaking. The already dire situation is further exacerbated by the combination of debt, food and energy prices, coupled with extreme weather events, geopolitical tensions and instabilities. In this context, advancing social justice and promoting decent work remains the priority for ILO.

The ILO Director-General, in the 112th International Labor Conference (ILC, 2024) Report¹, highlights the constraints on advancing social justice and proposes several concrete steps, including capacity building for constituents. The dire situation necessitates strengthening countries' ability to narrow social justice deficits and enhance social contracts through evidence-based policymaking. This will only happen if governments, workers, and employers have the capacity to fruitfully engage in evidence-based policymaking for advancing social justice and decent work.

INTRODUCTION TO THE COURSE

SNAPSHOT OF THE COURSE

To address these challenges, the ILO Research Department in collaboration with the ITCILO are offering this blended Training Course on "From Research to Policy: Evidence-based Policymaking for Decent Work". The aim of the course is to equip participants with a comprehensive understanding of research and data skills for evidence-based policymaking in the fields of social justice and the promotion of decent work. Throughout the learning path, participants will analyse the policy development process and evidence-based policymaking, explore cutting-edge research methodologies, statistical analysis techniques, and learn how to integrate empirical evidence into the dynamic landscape of the Labour Market. The course aims to promote evidence-informed policymaking for decent work and to guide policies through research.

The training course is strategically based on the Global Coalition for Social Justice, the themes of the four Action Programmes, as well as, the Centenary Declaration, the Global Call to Action, and the Sustainable Development Goals, at the three levels of capacity development: individual, organizational and societal. Technical skills and abilities of individuals would be built, while "increasing the capacity of organizations to fulfil their mandates" which will result in improving a country's "policies, legislation, regulations, labour market institutions, and societal systems"².

1 Towards a renewed social contract. Report of the ILO Director-General / International Labour Organization

2 (GB.335/INS/9)

An added benefit of this training is that of attending the opening session of the International Labour Conference (ILC) in Geneva on 2 June 2025.

CONTENTS

WHAT TOPICS DOES THIS COURSE COVER?

To foster a comprehensive understanding of research and data skills for evidence-based policymaking in the fields of social justice and the promotion of decent work, the training course will delve into several crucial topics:

1. Evidence-Based Policymaking: Analysing the policy development process, evidence-based policymaking, and policy drafting in the context of the decent work agenda
2. Searching for Evidence: Learning to develop a search strategy, dissect “Request for Evidence,” and find suitable evidence
3. Appraising Evidence: Exploring different elements of research design and learning to judge evidence reliably and assess a wide range of evidence
4. Synthesising Evidence: Understanding the key parameters for evidence usability, the steps in evidence synthesis, and the main elements of a policy brief
5. Understanding Research: Learning different research techniques and methodologies to provide sound and rigorous evidence
6. Labour Market Statistics and Analysis: Delving into data collection methods, fundamental concepts, and definitions, with a specific focus on key labour market indicators
7. Interpreting Labour Market Statistics: Understanding and interpreting key labour market statistics, familiarising them with ILOSTAT
8. Communicating Evidence: Effectively tailoring research to different audience groups and create an effective communicating strategy

AIMS & OBJECTIVES

WHAT WILL I LEARN?

The training course will follow a dual-path approach, empowering participants with the skills and techniques needed to actively contribute to the promotion of social justice and decent work through evidence-based policymaking.

Through the Path 1 “Evidence-informed policymaking for decent work”, participants will learn to:

- Incorporate evidence-based policymaking processes
- Enhance understanding of frontier issues impacting decent work
- Establish research and policy dialogues between social partners
- Develop research and policy communities of practice for evidence-based policies

Through the Path 2 “Guiding policies through research and data” participants will learn to:

- Build skills in research methodologies
- Improve understanding of labour market data and statistics
- Build capacities on research analysis and data interpretation
- Promote research utilisation in policymaking to enhance the quality of policy dialogue

COURSE STRUCTURE

This course will be delivered both online through the ITCILO’s e-Campus Platform and in person at ITCILO in Turin and ILO Geneva.

The schedule is as follows:

- Online Phase: 19–23 May 2025
- In-Person Phase (ITC Turin): 26–30 May 2025
- Participation in ILC (Geneva): Opening session on 2 June 2025 and wrap up

This format aims to provide participants with an enriched learning experience, combining structured training sessions with the unique opportunity to engage with global policymakers during the ILC. By this arrangement, the training course exposes participants’ learning enabling them to apply their research and data skills in a real-world policy environment at the ILC.

The course will be spread around 8 content modules with follow-up activities and assignments. It requires an overall commitment of 60 hours of active study/participation.

Prior to the course, participants will be requested to formulate their major learning goals and take a pre-course assessment. The participants will also write a policy brief on a topic selected by them.

During the training, each of the 8 learning modules of the course has a fixed structure and includes the following components:

1. Online or in person session, with the group and ILO trainer and/or invited speakers (session of 120 min): ILO and ITCILO experts will facilitate a 2 hour session on the topics of each module. Each session will include a 60-minutes frontal session on the contents, trends and concepts, followed by a 30-minutes open discussion and a 30-minutes specific application.
2. Individual self-learning, activities and assignments, as well as group activities: The main thematic sessions will be complemented by individual or group work on the same theme, to allow participants to collaborate, apply the tools and concepts they have learned and delve deeper into the practical issues of the decent work agenda. Specific case studies will be used for participants to practice how to use evidence for policy making.
3. Forum discussions, self-facilitated or facilitated by the ILO and ITCILO trainers.

PARTICIPANTS' PROFILE

The course is intended for:

- Policymakers, government officials, and representatives from ministries in the fields of labour, employment, and the broader world of work.
- ILO and UN staff and development practitioners and consultants
- Representatives of Trade Unions and employers' organisations
- Public investment, employment and labour market policy advisers
- Policy analysts working for national and global think tanks, financial institutions, research departments and foundations
- Individuals interested in or actively contributing to the provision of information, analysis, and recommendations crucial for policymaking and advocacy

METHODOLOGY

Built upon the Learning Pyramid model, participants will actively explore and engage in discussions to formulate a policy brief that reflects their learnings and transfer the acquired knowledge to their professional roles. This comprehensive approach includes plenary sessions for widespread knowledge sharing, specialised sessions for in-depth learning, hands-on activities that emphasise best practices and tools, and promote the building of an international community of practitioners, and a structured policy brief development process.

This is a blended training, both an online phase and in person (at ITCILO Turin and ILO Geneva). Through the E-Campus Platform, participants will use digital learning tools, including self-learning tools, webinars, and online interaction tools. The training is practical and allows participants to apply the skills learned during the course.

The training will use a practical, work-based approach to evidence-based policy making and is designed to be built around everyday situations, using best practices/ case studies. This is not an academic or theoretical course. Throughout the training, participants will utilise both primary and secondary data and information sources, such as surveys, focus groups, and metadata analysis.

This training is organised in such a way as to give the participants the opportunity to learn and practice the skills and knowledge of evidence-based policymaking and to prove that they have mastered them by meeting the predefined objectives at the end of each session. It also focuses on the learners' participation throughout the learning process. The course takes a learner centred pedagogical approach while ensuring building institutional capacity in a holistic way.

The learners should be able to achieve the objectives in the minimum time and to transfer the learning to their jobs. By doing so, participants can learn at their own pace and from each other.

Each session will be organised as follows:

- Introduction: it shows the purpose, objectives, process, experiences of the participants and how the knowledge will be applied;
- Learning: structure and content, learning methods, skills and knowledge practice, progress monitoring, memory aids;

Review: review or test learners to make sure the objectives have been achieved and to bring the session to a close (e.g. establish what the next steps are).

Through these different learning methods, by the end of the course participants will be able to draft a policy brief and be able to communicate it to their audience.

CERTIFICATION

At the end of the course, in order to evaluate the knowledge and skills learnt, participants will be required to submit an individual policy brief for review by the ILO and ITCILO specialists and trainers. Upon successful completion of this assignment, participants will receive an ITCILO Certificate of Achievement.

A post-course evaluation will be conducted to assess the individual learning outcomes.

A final evaluation will be conducted to receive the feedback of the participants on the training methodology, content and the learning tools.

APPLICATIONS

The cost of participation, excluding international air travel, is **2,900 Euros**, payable in advance by the participant or their sponsoring organization. This fee covers tuition, accommodation and full board at the Centre's campus, and the study visit to Geneva

Applications should be made through the following link:

<https://oarf2.itcilo.org/STF/A9718141/en>

The application deadline is **21 April 2025**.

The payment, cancellation and refunds policy of the ITCILO can be consulted on the following website: <https://www.itcilo.org/applications-payments-cancellation>

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

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: A9718141