ONLINE

EMPLOYMENT POLICY

RECOVERY FROM CRISIS THROUGH EMPLOYMENT POLICIES

23 JUNE – 11 JULY 2025

3 WEEKS

Information Note

International Labour Organization

ITC International Training Centre

BACKGROUND

In the context of a highly uncertain and complex policy environment at global and country level, multi-dimensional thinking and integrated, evidence-based strategies that equally embrace inclusion and innovation are required for both the knowledge development that underpins the national employment policies, with particular focus on groups and regions that have been hardest hit by multiple crises. It is estimated that more than two billion people's livelihoods are currently affected by fragility, conflict, and violence. These phenomena can impact differently on societies, but one way or another they all undermine peoples' livelihoods and create decent work deficits. Furthermore, these problems disproportionately affect vulnerable population groups such as youth, women and displaced persons, who find themselves trapped in a downward spiral of aggravated poverty and increased vulnerability. The ongoing impact of global crises, including the geopolitical instability, further hinders recovery and strains livelihoods.

Against this backdrop, the humanitarian-development-peace nexus is needed. The humanitarian-development-peace nexus means humanitarian, development and peace actors working together more coherently to meet people's needs, address the root causes of crises, promote sustainable development, build resilience in fragile and conflict-affected areas, and move toward sustainable peace. This workstream was developed by the ILO with the support of the Swedish International Development Cooperation Agency - SIDA. Comprehensive employment policy frameworks can play a crucial role in addressing the interconnected challenges of employment creation, work quality, and access to jobs in crisis-affected settings. Together with other measures, employment policies can connect short-term humanitarian concerns with the longer-term development goals, while building a more resilient labour market.

To strengthen the capacity of policymakers and practitioners to develop and implement employment policies frameworks in the complex context of crisis and recovery, the Employment Policy and Analysis Programme of the ITCILO and the Employment Labour Markets and Youth Branch of the ILO Employment Policy, Job Creation and Livelihoods Department co-organizes this course on Recovery from Crisis through Employment Policies. The course acknowledges the emergence of "polycrisis," where multiple crises interact and amplify their impact on employment, and aims to equip participants with the insights and practical knowledge to promote decent work across the humanitarian, development, and peace nexus. The course will provide with the tools and methodologies needed at country level to effectively develop and implement employment policies in different fragile settings.

COURSE OBJECTIVES

The main objective of this online course is to strengthen the capacities of policymakers, including social partners and practitioners to effectively develop and implement employment policy policies that foster recovery, resilience, and inclusive job-rich growth in crisis-affected contexts.

By engaging with knowledge and methodologies, programmes and policy practices at global and country level, participants will be able to:

- Understand the challenges of labour market and employment in the contexts of conflicts, disasters and crises.
- Acquire knowledge on the diagnostics and assessment on the impact of fragilities and crises on employment.
- Acquire knowledge on the specific challenges and constraints to assess crisis' impact on employment in disasters' and conflicts' aftermaths.
- Become familiar with the role of employment and decent work across the humanitarian-development-peace nexus (HDPN) approach and its application in employment policy development.

- Gain a deeper understanding of good practices and experiences on promoting decent employment opportunities across the HDPN.
- Use the key methodologies and approaches of formulating and implementing comprehensive employment policies that address both immediate employment recovery and long-term development and peace building goals.
- Familiarise on the role of Employment and decent work policies to prevent crisis through on disaster risk reduction

CONTENT

The course will cover the following modules:

Module 1: Global employment challenges in fragile settings and the humanitarian-development-peace nexus

In this module, we will explore the current global employment challenges and the impact of conflict, disasters and crisis on the labour market. We will also understand the role of employment across the humanitarian-development-peace nexus (HDPN) . This module will discuss the following issues:

- What are the global employment challenges and inequalities in the fragile context? What are the multifaceted impacts of crisis on labour markets and livelihoods?
- Introducing the ILO normative framework on employment for peace and resilience (Recommendation No. 205 2017)
- What do we mean by Humanitarian Development Peace Nexus (HDPN)? What are its key dimensions and the role of employment promoting across it?
- How can employment contribute to promote peace and resilience in crisis settings by applying a specific theory of change?
- How can we assess the impact of conflicts and disasters on employment? What are the key methodologies for employment diagnostics in fragile settings i.e. Post Disaster Needs assessment (PDNA), recovery and peacebuilding assessment RPBA, or other innovative ways to estimate impact on employment?

Module 2: ILO's initiatives for employment promotion in fragile settings

This module will introduce approaches and experiences (e.g., Employment Intensive Investment Programmes, skills development, employment services) on promoting employment opportunities. This module will address the following points:

- What are ILO's interventions for promoting decent work in crisis and post-crisis settings? What are the purposes, challenges, and institutional frameworks in responding to crises?
- In crisis situations, what are the key issues for public employment services (PES) to deliver their services and how can they overcome that?
- In what way may skills development initiatives in fragile settings address skills gaps and promote social cohesion?
- What are Employment Intensive Investment Programmes (EIIPs)? How do such programmes contribute to creating productive and decent jobs?

Module 3: Designing and implementing employment policies in fragile settings

This module will analyse how to measure the impact of crises on employment and labour markets. It also discusses the formulation and implementation of national employment policies in fragile settings to ensure sustainability and long-term promotion of development, peace and resilience. This module will focus on the following elements:

- ILO comprehensive employment policy frameworks
- Review of national employment policy experiences from countries and at global level.
- Formulation of national employment policies in fragile settings to ensure sustainability and long-term promotion of development, peace and resilience.
- Implementation of national employment policies in fragile settings to achieve the employment results.

WHO ATTENDS THIS COURSE?

The course targets government officials, representatives of workers' and employers' organizations, experts and technical staff, including from international organizations, development partners, working in the field of employment, labour market policies, and social protection programmes.

FORMAT AND METHODOLOGY

As per ITCILO methodology, the course is learner-centred and highly participatory. It will be facilitated by ILO and ITCILO officials and other technical and learning experts. This course is offered online through the ITCILO eCampus platform. Different learning techniques and tools will be applied, mixing presentations delivered by experts with interactive discussions and activities to foster knowledge and experience sharing.

A certificate of participation will be issued for participants who complete the required criteria set through participation frequency and activity completion.

LANGUAGES

The course will be delivered in English and French with training material provided in both languages and simultaneous interpretation during webinars.

HOW TO APPLY

The online application form is available at: https://oarf2.itcilo.org/DST/A9718152/en

Deadline for application is: **15 June 2025**

** The application form should be accompanied by a letter from the sponsoring organization or a personal email from the participant, committing to cover participation cost (990 Euros).*

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!

CONTACT

employmentpolicy@itcilo.org

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

COURSE CODE: A9718152

Copyright © International Training Centre of the International Labour Organization, 2025. All rights reserved. Cover image © Adobe Stock/blacksalmon