



ONLINE TRIPARTITE TRAINING

Evidence-based policy making

BUILDING BACK BETTER WITH A HUMAN CENTERED APPROACH

February 2022 (TBC)

Rationale

The International Labour Conference (June 2021) unanimously adopted a Global Call to Action outlining measures to create a human-centred recovery from the COVID-19 pandemic and avoid the long-term scarring of economies and societies. The document calls for recovery that prioritizes the creation of decent jobs for all and addresses the inequalities caused by the crisis. The Global call to action document for a human-centered recovery from the COVID-19 crisis also underlines the importance of capacity building in building back better. It points out to the need of “*strengthening the capacity of employers’ and workers’ organizations to engage in national recovery strategies and to support their members in the recovery*”.

The ILC resolution on the Fundamental Principles and Rights at Work calls on building capacity, especially in enhancing research capacity (2017), and evokes the need to “*provide evidence-based and integrated capacity building and training for constituents*”. The fundamental importance of capacity building, especially in enhancing knowledge of state-of-art ILO research, is affirmed in several ILO strategies – including the Strategic Plan 2018-21, the Knowledge Strategy 2018-21, and the ILO-wide strategy for institutional capacity development. The 2030 Agenda for sustainable development goals (SDGs) also call for evidence-based policy making and increased capacity building in member countries. Additionally, the ILO Centenary Declaration for the Future of Work (adopted the centenary ILC 2019) calls for “*Strengthening the capacities of all people to benefit from the opportunities of a changing world*” and for the need for ILO to strengthen the capacity of its tripartite constituents.

The ILO’s role has been ever more important in the context of the current COVID-19 crisis, especially in terms of moving beyond the pandemic and building back better (GB.340/HL/2). The scale and gravity of the unprecedented world of work crisis triggered by the pandemic makes it necessary to prepare and equip policy makers to respond the world of work challenges (GB.340/HL/2). One area in which the ILO can help is to build the capacities of its tripartite constituents to build back better. Indeed, one of the main factors on which the success of the

human-centred agenda of ILO in the new era depends is “*how dynamically it deploys its principal tools of technical cooperation and capacity-building, research, social dialogue and standards*” (GB.340/HL/2). In addition, ILO’s role in addressing the threat posed to the recovery in the world of work by the pandemic is further emphasized in the building blocks for the document on a global response for a human-centred recovery (GB.341/INS/4). While regrouping the main aspects which should be on the agenda for the ILO’s contributions to the recovery (namely the impact of the COVID-19 pandemic on the world of work, the ILO Centenary Declaration as the basis of a global response, the need for urgent action to advance a human-centred recovery and the role of the ILO in the human-centred recovery), the document further points out to the importance of capacity building activities. Precisely, the document calls on the ILO “*to support fully the human-centred recovery strategies of its Member States including through constituent capacity-building, and evidence-based policy advice, research, statistics generation and advocacy [...]*” (GB.341/INS/4).

The Programme and Budget 2022-23 refers to the capacity building and training activities especially within the Outcome A (“*generation, management and brokering of relevant, reliable and timely research and statistics, with particular attention to sectors and groups most affected by the pandemic, with a view to supporting constituents in the design and implementation of effective, evidence-based policies.*”) and Output A.1 “*tailored capacity development programmes to support ILO constituents in the production of SDG and other decent work indicators*”. The Programme and Budget 2022-23 also underlines the objective of maintaining a high level of research and knowledge management to increase the quality of evidence used for policy making. This is essential for ILO to “*strengthen its global leadership role as a centre of evidence-based knowledge on the world of work and a key partner to shape a human-centred approach to recovery in the aftermath of the COVID-19 crisis*”.

The COVID-19 pandemic and its short- and long-term implications further emphasized the need for greater institutional capacity development of employers, workers and governments in dealing with labour market and employment challenges. The crisis has highlighted gaps and vulnerabilities in societies which undermine the principle of social justice and decent work. The situation of specific groups, who were already facing challenges have become far worse due to the pandemic. Therefore, ILO and particularly the RESEARCH department would provide constituents with solutions to tackle labour market challenges by using tools for promoting evidence-based policy making and building back better. These principal tools are primarily technical cooperation, research assistance, social dialogue, standards setting and capacity building (with various training methodologies).

Emerging evidence from member countries and constituents shows that there is a gap in the capacity of the tripartite decision makers to access and use COVID-19 specific evidence effectively. As such policies are not based on sound labour market employment policies & rights and therefore leads to policy failures. ILO’s constituents are requesting support to bridge this gap in research and policy development skills based on a human centered approach for the recovery and building back better. The training will provide assistance to constituents in both the use and generation of relevant evidence from a variety of sources, including not only ILO

databases but also from national and local sources, including evidence generation through data and metadata analysis of existing labour market policies.

Aim & Objectives

The aim of this online training is to build capacities of ILO's tripartite constituents using case studies, research papers, guidelines, publicly available online ILO data, other data and information sources for robust and comprehensive policy making for labour market policies to building back better. As such the specific objectives of this training are to:

- Incorporate evidence-based policy making process for a human-centered recovery in the aftermath of the COVID-19 pandemic;
- Improve skills and knowledge of individuals and organizations to use ILS and the ILO supervisory system, as well as the NORMLEX;
- Enhance understanding of frontier issues that can be leveraged for a post-pandemic recovery, such as the role of the digital economy, climate action and just transition, among others;
- Establish research and policy dialogues between social partners to promote the use of evidence in response to the pandemic;
- Develop research and policy communities of practice with social partners and policy-makers for evidence-based policies and share lessons on evidence use to promote best practices in the new era.

By the end of this training, the participants will be able to:

- build skills and knowledge for evidence-based policy making to deal with COVID-19's impact on the world of work and building back better;
- use skills and knowledge acquired in the training to build a culture of evidence-based policy making for decent work.

This training will substantiate these aspects through in-depth discussions on the subjects pertinent to the pandemic and how they have been impacted by the pandemic and resulting changes in the world of work. The training will take into consideration the different perceptions and approaches of the tripartite constituent. Throughout the training, participants will utilize secondary data and information, concrete examples pertinent to them and directly related to building back better perspective.

Audience

This training would mostly target mid- to senior-level tripartite officials. They could be research officers, analysts, advisors, policy makers, statistical officers, among others. These individuals play a crucial role in providing information, analysis and recommendations to guide policymaking and advocacy strategies and support informed debate.

Methodology

This training will be organized to give the participants the opportunity to learn the use of evidence for policy making. It will focus on the learners' participation throughout the learning process. The course has been designed to take a learner-centered pedagogical approach while ensuring building institutional capacity in a holistic way.

An integrated perspective will be used to address the three dimensions of capacity development whereby the transformation in learning that occurs at the individual level will affect, from a results chain perspective, the changes at organizational level. The learners should be able to achieve the objectives in the minimum time and to transfer the learning to their jobs. Each session will be organized 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 are the next steps).

Through these different learning methods, by the end of the course participants will be able to influence policies in their countries or institutions and use evidence for guided policymaking in existing social dialogue structures.

This training is developed by the ILO's Research Department and will use the digital learning tools of the ITCILO through the e-campus platform, including self-learning tools, webinars for online conferences and online interaction tools.

To enable a better appreciation of the above-mentioned goals, the Organizational Performance Assessment (OPA) framework will be used to define learning and capacity development results. The framework will allow translating learning into concrete changes that have taken place at the level of skills, work behaviours and practices by participants, as well as the transferring of this knowledge to the work unit, organization or network.

Training Framework

The e-learning training will be implemented over a period of 5 half days and is structured around 4 content modules with in-session activities.

Day 1 Module 1: Presentation of the course, introduction of the Experts

1.1 ILO and social dialogue

Day 2 Module 2: Introduction to Evidence Based Policy making for building back better

Day 3 Module 3: Impact of COVID-19 on the labour market and employment

Day 4 Module 4: How to build better

- 4.1 Inclusive economic growth and employment
- 4.2 Protection of all workers
- 4.3 Universal social protection

Day 5: Learning milestones and wrap up

Course Structure

Prior to the course, participants will be requested to formulate their major learning goals and take a pre-course assessment.

Evaluations

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.

Upon completion of the course and its activities, participants will receive a “*certificate of participation*”.

Follow-up phase: after the completion of the training, participants will be asked to fill out a survey and a mentorship tool will be regularly carried out for a period of one year, to check on how their new learning has contributed to improved practices both at the individual and organizational levels.

Modules

The training will be organized in 4 modules. Following is brief overview and the learning objectives envisioned for each of the main modules to the Evidence Based Policy Making online training programme.

Module 1. ILO and social dialogue

This session will provide the conceptual and policy framework on the decent work agenda, the international labor standards, the Centenary Declaration (Future of Work) and highlight the role and crucially the modality of research done at the ILO to support the policy agendas mentioned below. The key points to be discussed include:

- The concepts of decent work and the future of work, as well as their role in research conceptualization and data indicators;
- The role of tripartism and social dialogue (in terms of effectiveness, inclusiveness, etc.); Adapting social dialogue to specific situations – overview of the different forms of social dialogue, as well as their respective impacts.

Module 2. Introduction to Evidence Based Policy making for building back better

This module will attempt to show the steps of a policy development process, discuss the meaning of evidence and research-based policy making in the “new normal”, different types of evidence, actors and policies, and conceptually explore how policies should be drafted in the specific context of the building back better. Evidence used as teaching materials in this session will mainly be concrete policy examples of the participants’ concern. Exploration of real examples on the following topics will be privileged, while presenting the policy problems related: social protection, work arrangements, OSH measures and employment retention measures.

By the end of the session, participants will be able to:

- Identify challenges of using labor market evidence for the post-pandemic era, with the aim of overcoming them;

- Judge the reliability and credibility of information found online, and apply this to their own work situations;
 - Define evidence synthesis and describe steps in synthesizing;
 - Describe what makes policy recommendations ‘actionable’;
- Comprehend functions and key elements of a policy brief.

Module 3. Impact of COVID-19 on the labour market and employment

This session will present participants relevant materials and sources used across the ILO in order to evaluate the impact and consequences of the pandemic on labour markets and employment. Through databases from ILOSTAT, NORMLEX, CEACR reports, flagship reports, sectoral briefs and other relevant documents, the module will equip the learners with necessary skills to understand how COVID-19 is affecting different aspects of the world of work. Participants will particularly learn how to select and use these quantitative as well as qualitative information in a relevant manner for their policy making perspective. The session will equip participants with specific quantitative and qualitative tools for understanding the impact of COVID-19 and building back better.

Module 4. How to build better

This module will attempt to demonstrate how the ILO, social partners and the governments should adapt to the post-COVID-19 environment in terms of policy making based on social dialogue. Based on relevant documents, it will show how the human-centred approach to recovery with a focus on:

4.1) creating inclusive and sustainable economic growth, employment and social development, increasing support for the development of policies and approaches that

- generates employment-intensive investment;
- strengthens active labour market policies;
- promotes an enabling environment for entrepreneurship and sustainable enterprises;
- boosts productivity through diversification and innovation;
- harness the fullest potential of technological progress and digitalization, including platform work, to create decent jobs and sustainable enterprises, enable broad social participation in its benefits and address its risks and challenges, including by reducing the digital divide between people and countries;
- promote skills development opportunities that are responsive to labour market needs and support effective transitions for young people from education and training to work; and
- promote guidance, training and employment services that provide older workers with the facilities, advice and assistance they may need to expand their choices, optimize their opportunities to work in good-quality, productive and healthy conditions until their retirement, and to enable active ageing;

4.2) protecting all workers, including by strengthening policy advice, capacity- building and technical assistance in support of:

- sound labour relations and the promotion of legal and institutional frameworks based on international labour standards, including fundamental principles and rights at work, and a particular emphasis on occupational safety and health in the light of the experience of the COVID-19 pandemic;

- prioritizing and mainstreaming strategies to address the informal economy and insecure forms of work, which have been particularly affected by the crisis, including through research, development cooperation and policy interventions and guidance;
- preserving jobs and increasing the resilience of labour markets to crises and pandemics;
- strengthening the capacity of labour administrations, labour inspectorates and other relevant authorities to ensure implementation of rules and regulations, especially regarding social protection and occupational safety and health

4.3) achieving universal access to comprehensive, adequate and sustainable social protection, including floors, that ensures income security and health protection and enables people, including the self-employed and workers in the informal economy, to cope with challenges in life and work such as those precipitated by the COVID-19 crisis.

Participants will be equipped with skills to find and use appropriate evidence for policy making.

Working Language

The training will be delivered in English.

Composition

The online training will be offered to tripartite participants from various countries representing Governments, Workers' and Employers' organizations.

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