



Trainings on Evidence-Based Policy Making for Decent Work

Bridging the Gap: From Research to Policy



Host expertise – The Research Department of ILO

The Research Department is uniquely placed to undertake these trainings, given its strengths in the following areas.

- Expertise in **research methodologies**, **drafting skills** and approaches relating to effective policies in the context of the decent work agenda, future of work and social justice;
- Continued collaborative activities and experience with other Technical Departments, Field offices and ITCILO;
- Contribution to **ILO's flagship publications** such as World Employment and Social Outlook (WESO), various major publications on the future of work and other thematic issues;
- Pool of researchers who are capable of designing new training modules from publications and delivering the trainings to policymakers; and
- Rich experience in organizing trainings such as the ongoing Annual International Training Course on Labour and Social Policies for Decent Work, **International/Regional/National training** on evidence-based policy making for decent work, and specific trainings related to ILO's flagship publications and major reports.
- ILO's Governing Body decision of 2014 and various ILO programming documents



Key themes of the training

1. Introduction to ILO

History, governance, policy making process, significance as a tripartite body

2. Introduction to the Policy Making Process

- Explaining how policy processes unfold in complex environments with multiple competing interests
- Clarifying key concepts related to evidence and its use in policymaking on decent work policies
- Identifying different forms of evidence to inform policymaking and practically use them

3. Searching for Evidence & Understanding Research

- **Familiarising the concept of Evidence - Characteristics, types of evidences.**
- **Development of a Search Strategy**
- **Types of research & significance in potential for policy framing**
- **Key sources of research & data & introduction to ILOs databases**

4. Appraising Evidence

- **Undertaking basic assessment of different types of evidences products**
- **Understanding objectivity, subjectivity, relevance and credibility of evidence searched for possible solutions for the policy agenda setting or policy influencing**

5. Synthesizing Evidence

- **Using evidence for policy development**
- **Determining usability**
- **Synthesizing evidences vs summarising**
- **Developing actionable recommendations**

6. Communicating Evidence

- **Understanding importance of communicating evidence**
- **Developing a communication strategy - understanding nuances of different types of communication**
- **Drafting a policy Brief**

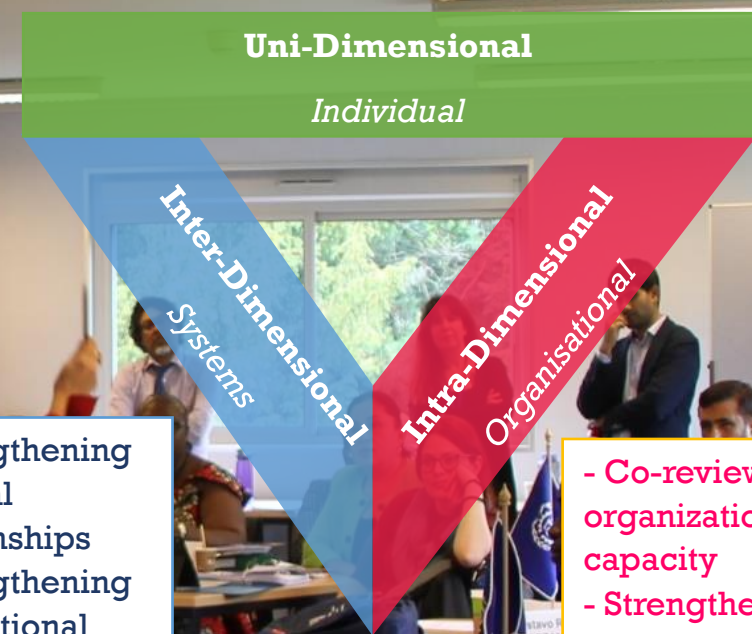
Theory of change at Individual, Organisational & Institutional levels & its practice through the course

The Theory of change captures the actions/inputs, outputs, outcomes, and anticipated impacts of the capacity-building training activities.

- > The **Inputs** are referring to the three levels of intervention on which the training takes place (individual, organization, systemic).
- > **Outputs:** a visible increase in demonstrable skills relating to evidence-based policymaking such as quality of “policy briefs” drafted by participants.
- > **Outcomes** enhanced functional capacities of participants including the necessary know-how to apply evidence-based policymaking tools and instruments.
- > Finally, the impact goes one step further to **induce behavioral change** including an increase in the use and uptake of evidence-based evidence in policymaking relating to decent work issues.

- Co-defining learning
- Building foundational knowledge
- Skill Strengthening
- Mastering competencies

Multidirectional & Interrelated approaches to change
Mutual Learning
Learner led & technology-enhanced



- Strengthening national relationships
- Strengthening international relationships

- Co-reviewing organizational capacity
- Strengthening relationships
- Enhancing organizational structures

Good capacity development enables individuals and institutions to independently and sustainably work towards their desired changes in policy & practice on decent work issues

Trainings, mentoring, policy briefs, training of trainers, network

Functional capacities on EBPM improved, strengthen national and international level demand for EBPM

Institutional capacities improved on EBPM

Increased demand for evidence, policies based on evidence, quality of policies improved

Better promotion of decent work

Key Aspects of Trainings



Building skills and knowledge for evidence-based policymaking for decent work for all

These trainings take a learner-centred approach so that they are practical and closely related to the day-to-day tasks of the participants.



Improve better understanding towards research (process, types of research, actors involved, ...), improve policymakers' knowledge on types of evidence (data, research, best practices, local knowledge) and build skills in effectively searching, accessing and communicating evidence to make important policy decisions.



They are organized in such a way as to give the participants the opportunity to learn and practice the skills/knowledge and to prove that they have mastered them by meeting the pre-defined objectives at the end of each session.



Working towards building a policy brief at the end to make learnings throughout the sessions into concrete ideas with implementation.



Explore the policymaking process, while specifically focusing on how to undertake and draft policy briefs for influencing, advocating and policy development

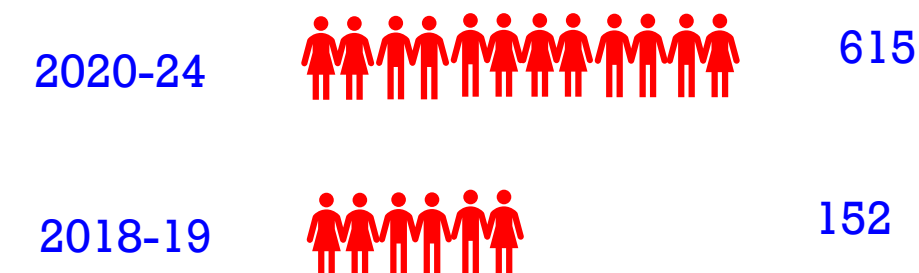
Strengthen policymakers' capacity to decide what evidence is useful, when and for which purpose.



Explore how to promote a culture of evidence-based policymaking, how to prioritize and build robust evidence base for policymaking process, reconciling different perspectives, findings and conflicting evidence.

Trainings' impact and reach so far...

Participants trained



Policy Briefs submitted



Hear from previous participants:

“This course was a wonderful adventure. At the beginning, I did not suppose that any elements of this Course could be useful at my work. I was wrong. We live in an information society, so knowing how to find evidence and source of information, then interpret them rationally is very much needed.”

- Katarzyna Siemienkiewicz for Evidence-Based Policy Making for Decent Work 2021

The training provided me an opportunity to learn the process of evidence-based policy making in detail through practicing different case studies.

This is very effective training for me as I interacted with different representative of different countries who shared their expertise, knowledge and practical examples. Trainers were facilitated me in all manner they answer my all ambiguities, provided me a time slot for sharing my views. Looking forward to learn more about putting all the knowledge in practice.

- Samia Munir Butt Butt for South Asia Regional Training on Evidence-based Policy Making for Decent Work 2021



“The timing and duration was perfect. The teaching methods were interactive and made it interesting for all of us.”

-Michael Kandukutu for Africa Regional Training on Evidence-Based Policy Making for Decent Work 2022

The final assignment was a great learning phase for me and I hope to utilise the experience learned.”

- Fiona Gandiwa Magaya for Evidence-Based Policy Making for Decent Work 2021



For more information

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