



International  
Labour  
Organization

**ILO News**

Employment Policy, Job Creation and Livelihoods  
Special edition - 2023 International Women's Day



Dear Reader,

We are pleased to present a special themed edition of our newsletter ahead of this year's International Women's Day. This issue showcases policy guidance tools, publications, guides and more, produced by the ILO Employment Policy Department that can further your efforts to promote gender equality in your work, programmes and initiatives.

For the latest from the Employment Policy Department, be sure to like and follow us on [Twitter](#), [LinkedIn](#) and [Facebook](#).

**Publications on Integrated Employment Policies**

---



## [UN Women - ILO Joint Programme “Promoting decent employment for women through inclusive growth policies and investments in care”](#)

This joint programme brings together the United Nations entity dedicated to gender equality and the empowerment of women, and the United Nations specialized agency devoted to advancing social justice and promoting decent work. It supports governments, women’s organizations, development, and social partners in implementing gender-sensitive policy responses to the COVID-19 crisis and ensuring a job-rich and inclusive recovery. Policy tools produced under the joint programme:

- [How to assess fiscal stimulus packages from a gender equality perspective](#). Available in [Spanish](#), and [French](#).
- [Assessing the gendered employment impacts of COVID-19 and supporting a gender-responsive recovery](#). Available in [Spanish](#), and [French](#).
- [A guide to public investments in the care economy](#). Available in [Spanish](#), [French](#), [Turkish](#).

More about the joint programme and its intended outcomes [here](#).



## [An uneven and gender-unequal COVID-19 recovery: Update on gender and employment trends 2021](#)

The COVID-19 crisis caused unprecedented job losses, hitting women the hardest, particularly in middle-income countries. The COVID-19 recovery is proving both uneven and gender-unequal, as women’s employment recovery is lagging behind that of men. This policy brief emphasizes the need for countries to put in place gender-responsive employment policies, particularly macroeconomic, sectoral, and active labour market policies, that effectively address the gender-specific effects of the crisis and support the creation of full and productive employment for women and men, including in the care sector. [Read more](#)



## [A gender-responsive employment recovery: Building back fairer](#)

The COVID-19 crisis has laid bare the entrenched gender inequalities that, compounded with other inequalities, plague labour markets. Women’s jobs are relatively more at risk than men’s, and in a rapidly deteriorating context, women are losing them at a greater speed than men. Employment policies, including macroeconomic, sectoral and labour market policies must put gender equality at the core of the emergency and recovery efforts to avoid long-term damages to women’s job prospects and to build back fairer. This brief indicates four policy priorities for a gender-responsive recovery: prevent women from losing their jobs; avoid premature fiscal consolidation; invest in care; and focus on gender-responsive employment policies. Available in [Turkish](#). [Read more](#)



### **[Policy Brief: The gender divide in skills development: Progress, challenges, and policy options for empowering women](#)**

Gender gaps persist globally in women's access to skills development and participation in the labour market. The main challenges women face include gender biases in occupational choices; barriers to education and training, especially in rural and informal economies; sociocultural and economic constraints; and low representation of women in STEM subjects. This policy brief provides recommendations for policy reform in five key areas to centre gender in skills development. Available in [Spanish](#), and [French](#). [Read more](#)



### **[Making digital skills Initiatives inclusive of young persons with disabilities](#)**

This policy brief focuses on making digital skills initiatives inclusive of young persons with disabilities and offers policy recommendations. It also highlights additional barriers faced by young women with disabilities due to their age, gender and disability and argues that specific interventions can be put in place to help increase their successful participation in digital skills initiatives. [Read more](#)



### **[National employment policies for an inclusive, job-rich recovery from the COVID-19 crisis](#)**

This policy brief highlights the role of gender-responsive national employment policies in responding to the short- and long-term impact of the COVID-19 crisis. Available in [Spanish](#). [Read more](#)



### **[Policy brief: Building a gender-equitable future through Employment Intensive Investment Programmes](#)**

This policy brief explores the gender gaps and potential in infrastructure works, highlights good practices and promising results, and outlines measures to allow women to participate in, benefit from, and contribute to infrastructure works programmes. Available in [Spanish](#). [Read more](#)

## **GUIDES**

---



### [Guide on gender-responsive procurement for Employment-Intensive Investment Programmes \(EIIPs\)](#)

The Guide on gender-responsive procurement for EIIP demonstrates how procurement can provide valuable business opportunities, self-employment to women entrepreneurs, and access to work for women while advancing gender equality and inclusion in the workplace, notably of persons with disabilities and those in fragile settings. [Read more](#)



### [Illustrated Gender guidelines for gender responsive Employment Intensive Investment Programmes](#)

This Guide is the outcome of a study carried out on gender and public works and has been developed using evidence from more than 43 projects implemented in 27 countries, becoming an effective tool to provide technical support on gender equality along the project cycle. [Read more](#)



### [Gender equality and women's empowerment in the world of work in fragile, conflict and disaster settings: Guide and online self-learning course\)](#)

Conflicts and disasters affect women and men differently, and women and girls often suffer the most. Crisis-related hardships combine and compound pre-existing disadvantages. At the same time, crises can give rise to positive changes and opportunities to address gender-based discrimination and violations of rights. [This ILO guide](#) and accompanying online self-learning course (coming soon) enhance awareness of gender dimensions and issues in fragile settings and guide ILO staff, constituents, and other partners on how to ensure gender-responsiveness in initiatives related to employment and decent work across the Humanitarian-Development-Peace Nexus. For example, they include general and technical area-specific practical guidance for conducting gender-responsive assessments and designing and implementing projects. The online self-learning course, developed jointly with ITC-ILO, harnesses digital technology to ensure optimal learning outcomes and maximal accessibility and outreach. [Read more](#)



## [Impact Report of the Global Initiative on Decent Jobs for Youth](#)

The Global Initiative on Decent Jobs for Youth mainstreams gender equality concerns throughout its implementation. The interventions supported pay particular attention to gender issues and their underpinning socio-economic factors, as well as gender-differentiated transitions to decent jobs and, where appropriate, target young women through positive action. In this report, we introduced Decent Jobs for Youth's leadership in this area. [Read more](#)

## WEBSITES

---

Coming on 9 March

### **Employment Policy Action Facility**

The ILO's **Employment Policy Action Facility (EPAF)** is a knowledge sharing and technical assistance platform, which aims at providing evidence-based, timely and relevant support to member States and social partners in developing, formulating, implementing, and reviewing employment policies in line with current and future challenges. The new platform, scheduled to launch on 9 March, integrates gender-equality concerns in several parts, and contains a policy area of focus on "Gender-responsive employment policies". [Further information about EPAF and to register for the launch event.](#)

Forthcoming

### **Global Accelerator on Jobs and Social Protection for Just Transitions**

The Global Accelerator on Jobs and Social Protection for Just Transitions signals the UN system's collective response for addressing the multiple challenges that threaten to erase development progress. It aims to direct investments to help create decent jobs, primarily in the green, digital and care economies, and to extend social protection coverage to people currently excluded. Through its integrated and coherent approach to employment and social protection policies, the initiative aims at reducing inequalities within and between countries and people, including women, young people, and displaced populations, supporting transitions to formality, and promoting job-rich and green recovery from the COVID-19 pandemic. More information available [here](#).

## UPCOMING EVENT

---

27-28 March 2023

### **Technical workshop on care, decent work and macroeconomic policy**

Convened under the aegis of the [UN Women-ILO Joint Programme "Promoting decent employment for women through](#)

[inclusive growth policies and investments in care](#)”, this technical workshop will showcase results of the UN Women and ILO collaboration, inform on key lessons learnt, share innovative approaches, and reflect on issues and strategic future perspectives on care, decent work and macroeconomic policy. It will bring together government counterparts, representatives from workers’ and employers’ organizations, national implementing partners, experts, and country, regional and global teams from UN Women and ILO. [More information](#).

11-12 May 2023

**Fifth ILO Employment Policy Research Symposium:  
Employment policies and social justice**

The ILO Employment Policy Research Symposium is a forum for economists, specialists, policy makers and social partners to present and discuss original research, to network, and to learn about cutting-edge analytic techniques and new policy innovations in the area of employment policies. The Symposium aims to raise the profile and quality of ILO research and policy advice on employment policies to be better aligned with a new global vision of social justice. Past meetings looked at questions of jobs and skill mismatch, full employment and employment policies for recovery. More information to follow [here](#).

## MULTIMEDIA

---

- EMPLOYMENT Podcast series. Global challenges – Global solutions: The future of work. "[In the uneven recovery from the COVID-19 jobs crisis, women are being left behind](#)".