

# AGENDA

**TITLE:**

Peer-Learning Seminar

**SUBJECT:**

**Gender & Inclusiveness in Active Labour Market Policies**

Barcelona (Spain), 15-16 November 2023

Venue: **Barceló Sants Hotel**, Pl. dels Països Catalans, s/n, 08014 Barcelona

---

**SUMMARY:**

Working language: English; Interpretation: Arabic, Russian, Spanish

The European Training Foundation (ETF) is organising a seminar on active labour market policy approaches focused on gender equality and inclusiveness in the labour market.

In 2022, ETF launched a multiannual initiative with the aim of (i) capturing developments in areas of active labour market policies (ALMPs) and transition to work, in particular skills implications, and (ii) enhancing knowledge sharing on innovative policy solutions, particularly in employability and skills sets in a lifelong learning approach. The work includes reviews of activation, reskilling and upskilling policies and programmes; fostering policy learning and exchange among ETF partner countries and EU Member States, as well as regular collection and expansion of datasets on ALMPs and other related aspects.

ALMPs aim to improve the employability of specific target groups, such as the unemployed, young graduates, laid-off workers, long-term unemployed, elderly or people with obsolete skills, through the provision of different services and measures (for example training, employment and entrepreneurship incentives or subsidized employment):

- Gender inequality has proven to be a stubborn and damaging reality of the global labour market in detriment of women; no matter in which way we look at the labour statistics, women, constituting half of the world population, represent an untapped human potential.
- Vulnerable groups such as persons with disabilities, displaced people, young people in rural areas, or ethnic and migrant groups, and people facing intersectional inequalities, require specific activation measures to be included in the labour markets.

A tailored combination of ALMPs is needed to support the labour market entrance and retainment of women and of the most vulnerable groups with weak attachment to the labour market. ALMPs may remain blind regarding labour market specific challenges notwithstanding declared intentions of equality and inclusiveness, practitioners may be unarmed in front of multiple target groups and variety of challenges, and the Public Employment Services often lack the dedicated services to address the obstacles faced by women and by the most vulnerable groups, which in many cases were amplified by the pandemic.

The **objective** of the seminar is to stimulate common reflection and discussion on how active labour market policies and training systems can accompany individuals and companies cope with the challenges based on gender inequalities and specific vulnerabilities. By bringing together partners from different institutional settings and regions, the seminar aims also to co-create a wide knowledge-base of innovative practices and successful enabling factors.

The event is open to participants from ETF partner countries. It targets ministerial and public employment service's officials, with the aim at providing them with reference background and making space for policy learning through sharing experience and discussing new policy ideas. Participants will get acquainted with new developments at EU level, as well as experiences of the ETF partner countries and beyond, in reshaping training provision and active labour market policies to be gender transformative and address the needs of groups at risk of labour market disengagement.

## Day 1 – 15 November 2023: *Gender dimension of labour market policies*

Time	Agenda Item
09:00 – 09:30	Registration of participants
09:30 – 10:00	<p><b>Opening session. Welcome remarks and objectives of the seminar</b></p> <p>Xavier Matheu, Senior Advisor to the Director, European Training Foundation (ETF)            Ambassador John Paul Grech, Deputy Secretary General, Social and Civil Affairs Division, Union for the Mediterranean (UfM)            Ana Varela Mateos, Director, Institute of Women, Spain</p>
10:00 – 11:00	<p><b>Scene setting – Gender dimension of labour market and training policies</b></p> <p>Inspiration Speech: Samia Ghmimed, President - L'Blane for development, Consultant - Career Planning, Morocco</p> <p>Major findings of the ETF Review of gender dimension of LM transitions and implications for policy making in the areas of activation, upskilling/reskilling and career guidance            Iwona Ganko, Human Capital Development Expert - Labour Market, ETF            Nicola Duell, International Expert, EPRD</p>
11:00 – 11:30	Coffee break
11:30 – 12:45	<p><b>Promoting gender equality in the labour market: the Role of Active Labour Market Policies</b></p> <p><i>Panel discussion</i></p> <p>Lena Karlsson, Directorate General European Neighbourhood and Enlargement Negotiations (DG NEAR), European Commission            Lilia Makhoulouf, Director, Directorate General for Employment Promotion, Ministry of Employment and Professional Training, Tunisia            Margaret Caroll, Senior Social Development Specialist Environment, Climate and Social Office, European Investment Bank (online)            Anna Dorangricchia, Project Manager Gender Equality Social and Civil Affairs Division, Union for the Mediterranean            Marko Stermšek, Principal Economist, Inclusion Specialist, Department for Policy Strategy and Delivery, European Bank for Reconstruction and Development (online)  <i>Facilitator: Donatella Di Vozzo, Human Capital Development Expert - Country Liaison for Tunisia, ETF</i></p>
12:45 – 14:00	Lunch break
14:00 – 15:00	<p><b>Country experiences and inspirational initiatives</b></p> <p>Merve Karakuş, Employment Expert, Department of Active Labour Market Policies, Turkish Employment Agency (ISKUR), Türkiye            Nargiza Turkebekova, Head of Department for Employment Promotion, Ministry of Labour, Social Security and Migration of Kyrgyz Republic            Q&amp;A  <i>Facilitator: Eva Jansova, Human Capital Development Expert - Skills Demand Analysis - Country Liaison for Kyrgyz Republic, ETF</i></p>
15:00 – 16:15	<p><b>Regional discussions on gender inclusive ALMPs and (re)training programmes</b></p> <p>Facilitators:            ETF and EPRD</p>
16:15 – 16:30	<p>Conclusions Day 1 - <i>Reflections concerning the key take-aways</i>            Closure of Day 1, Xavier Matheu, ETF</p>
19:30 – 21:30	Dinner (location: Restaurant Mirabé, Barcelona)

## Day 2 – 16 November 2023: Inclusion of vulnerable groups through labour market policies – focus on persons with disabilities

Time	Agenda Item
09:30 – 09:45	Welcome remarks and introduction Xavier Matheu, Senior Advisor to the Director, ETF Oriol Amorós i March, Secretary General of Social Rights, Generalitat de Catalunya
09:45 – 10:10	<b>Scene setting – Inclusion of persons with disabilities through labour market and training policies</b> <i>Overall EU policy context and tools</i> Monika Chaba, Disability and Inclusion Unit, Directorate General Employment, Social Affairs and Inclusion, European Commission  <i>Priorities of ETF Partner Countries</i> Piotr Stronkowski, Human Capital Development Expert, ETF
10:10 – 10:50	<b>Promoting labour market inclusiveness for persons with disabilities: the Role of Active Labour Market Policies</b> <i>Examples on supporting vulnerable jobseekers and bridging the employment gap for people with disabilities</i> Àngels Garcia, Labour Advisory Team (EAL), Municipal Institute for People with Disabilities (IMPD), Barcelona Jelena Vasic, Senior Adviser, Department for Active Labour Market Measures, Sector for Labour and Employment, Ministry of Labour, Employment, Veteran and Social Affairs, Serbia Q&A <i>Facilitator: Piotr Stronkowski, Human Capital Development Expert, ETF</i>
10:50 – 11:20	Coffee break
11:20 – 12:00	<b>Promoting labour market inclusiveness for persons with disabilities: the Role of Active Labour Market Policies – continuation</b> Karin Johansson, Expert, Swedish Public Employment Service Anna Dorangricchia, Project Manager Gender Equality Social and Civil Affairs Division, Union for the Mediterranean Q&A <i>Facilitator: Piotr Stronkowski, Human Capital Development Expert, ETF</i>
12:00 – 13:15	<b>Regional discussions on labour market inclusiveness of persons with disabilities</b> Facilitators: ETF and EPRD
13:15 – 13:30	Concluding remarks Xavier Matheu, Senior Advisor to the Director, ETF Anna Dorangricchia, UfM
13:30 – 14:30	Lunch <b>Closure of the event</b>