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 retention 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 unarm 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

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<tr>
<th>Time</th>
<th>Agenda Item</th>
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<tr>
<td>09:00 – 09:30</td>
<td>Registration of participants</td>
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<td>09:30 – 10:00</td>
<td><strong>Opening session. Welcome remarks and objectives of the seminar</strong>&lt;br&gt;Xavier Matheu, Senior Advisor to the Director, European Training Foundation (ETF)&lt;br&gt;Ambassador John Paul Grech, Deputy Secretary General, Social and Civil Affairs Division, Union for the Mediterranean (UfM)&lt;br&gt;Ana Varela Mateos, Director, Institute of Women, Spain</td>
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<td>10:00 – 11:00</td>
<td><strong>Scene setting – Gender dimension of labour market and training policies</strong>&lt;br&gt;Inspiration Speech: Samia Ghimied, President - L'Blane for development, Consultant - Career Planning, Morocco&lt;br&gt;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&lt;br&gt;Iwona Ganko, Human Capital Development Expert - Labour Market, ETF&lt;br&gt;Nicola Duell, International Expert, EPRD</td>
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<td>11:00 – 11:30</td>
<td>Coffee break</td>
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<td>11:30 – 12:45</td>
<td><strong>Promoting gender equality in the labour market: the Role of Active Labour Market Policies</strong>&lt;br&gt;Panel discussion&lt;br&gt;Lena Karlsson, Directorate General European Neighbourhood and Enlargement Negotiations (DG NEAR), European Commission&lt;br&gt;Margaret Caroll, Senior Social Development Specialist Environment, Climate and Social Office, European Investment Bank (online)&lt;br&gt;Anna Dorangricchia, Project Manager Gender Equality Social and Civil Affairs Division, Union for the Mediterranean&lt;br&gt;Marko Stermšek, Principal Economist, Inclusion Specialist, Department for Policy Strategy and Delivery, European Bank for Reconstruction and Development (online)&lt;br&gt;Facilitator: Donatella Di Vozzo, Human Capital Development Expert - Country Liaison for Tunisia, ETF</td>
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<td>12:45 – 14:00</td>
<td>Lunch break</td>
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<td>14:00 – 15:00</td>
<td><strong>Country experiences and inspirational initiatives</strong>&lt;br&gt;Merve Karakuş, Employment Expert, Department of Active Labour Market Policies, Turkish Employment Agency (ISKUR), Türkiye&lt;br&gt;Nargiza Turkebekova, Head of Department for Employment Promotion, Ministry of Labour, Social Security and Migration of Kyrgyz Republic&lt;br&gt;Q&amp;A&lt;br&gt;Facilitator: Eva Jansova, Human Capital Development Expert - Skills Demand Analysis - Country Liaison for Kyrgyz Republic, ETF</td>
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<td>15:00 – 16:15</td>
<td><strong>Regional discussions on gender inclusive ALMPs and (re)training programmes</strong>&lt;br&gt;Facilitators: ETF and EPRD</td>
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<td>16:15 – 16:30</td>
<td>Conclusions Day 1 - <strong>Reflections concerning the key take-aways</strong>&lt;br&gt;Closure of Day 1, Xavier Matheu, ETF</td>
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<td>19:30 – 21:30</td>
<td>Dinner (location: Restaurant Mirabé, Barcelona)</td>
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### Day 2 – 16 November 2023: Inclusion of vulnerable groups through labour market policies – focus on persons with disabilities

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<tr>
<th>Time</th>
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| 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 | Scene setting – Inclusion of persons with disabilities through labour market and training policies  
Overall EU policy context and tools  
Monika Chaba, Disability and Inclusion Unit, Directorate General Employment, Social Affairs and Inclusion, European Commission  
Priorities of ETF Partner Countries  
Piotr Stronkowski, Human Capital Development Expert, ETF |
| 10:10 – 10:50 | Promoting labour market inclusiveness for persons with disabilities: the Role of Active Labour Market Policies  
Examples on supporting vulnerable jobseekers and bridging the employment gap for people with disabilities  
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  
Facilitator: Piotr Stronkowski, Human Capital Development Expert, ETF |
| 10:50 – 11:20 | Coffee break |
| 11:20 – 12:00 | Promoting labour market inclusiveness for persons with disabilities: the Role of Active Labour Market Policies – continuation  
Karin Johansson, Expert, Swedish Public Employment Service  
Anna Dorangricchia, Project Manager Gender Equality Social and Civil Affairs Division, Union for the Mediterranean  
Q&A  
Facilitator: Piotr Stronkowski, Human Capital Development Expert, ETF |
| 12:00 – 13:15 | Regional discussions on labour market inclusiveness of persons with disabilities  
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  
Closure of the event |