



MODULE 3 PROMOTING AN INCLUSIVE LABOUR MARKET

URCS Activation Points

*Support to protection, recovery
and restoring livelihoods*

Training Employment

7 November 2023

PROGRAMME

DAY 1. Tuesday 24 October	DAY 3. Tuesday 31 October	DAY 5. Tuesday 7 November
INTRODUCTION <ul style="list-style-type: none"> Expectations Training's goal and programme Introduction to Livelihoods Why an Employment intervention with vulnerable groups is needed Activation Points. Intervention proposals 	MODULE 2. Work methodology <ul style="list-style-type: none"> Fundamentals of the intervention Activities <ol style="list-style-type: none"> Information Labor orientation 	MODULE 3. Promoting an inclusive labour market <ul style="list-style-type: none"> Changing mindsets for the socioeconomic integration of vulnerable groups Collaboration with local companies Diversity on the workplace and Corporate Social Responsibility (CSR)
DAY 2. Wednesday 25 October	DAY 4. Thursday 2 November	DAY 6. Thursday 9 November
MODULE 1. Context of the intervention Adaptation of the project proposal to the region's needs and the local labour market	MODULE 2. Work methodology (cont.) <ul style="list-style-type: none"> Activities <ol style="list-style-type: none"> Professional/Skills training Micro business initiatives 	MODULE 4. Implementation tools <ul style="list-style-type: none"> Data recording Follow up of participants Monitoring and reporting tools Tool Kit

MODULE 1

Promoting an inclusive labour market

Inclusive labor market | Ukraine context



Talking about **inclusive labor market of Ukraine** requires placing the term *‘inclusive labor market’* in the current socioeconomic context of the country.

Demographic shock, with a significant portion of Ukrainians becoming IDPs or refugees in foreign countries. At the same time, **Ukraine requires a workforce** for its continued economic recovery and development.

Despite a **high level of unemployment** (19% in 2023, NBU), business companies report a **shortage of personnel and skills** in certain sectors.



Inclusive labor market| Information



Business community, as employers, are the **main source of information** regarding labor market trends:

- Occupations in which employment is created and in which it is destroyed.
- Sectors in which there will foreseeably be more job possibilities in the future.
- Qualification requirements for different jobs.
- Working conditions of different occupations.
- Training needs of workers.
- Characteristics most valued by the business community (most requested personal skills).
- Human resources policies.
- The impact of new technologies on the creation and destruction of employment.
- Subcontracting of parts of the production processes.



Inclusive labor market| Training



The closer the **professional training** is to the productive system, the better results it provides in relation to job placement.

Four possible **avenues of collaboration** between local companies and the Employment project.

- Contributing to designing the contents of the courses.
- Providing monitors/teachers for professional training courses.
- Directly providing training.
- Facilitating on-the-job training.

Inclusive labor market | Recruitment



Hiring and/or reintegration in the labor market of persons with low levels of employability with direct cooperation of local companies that wish to develop their **corporate social responsibility (CSR)** by procuring employment access to vulnerable groups.

Two possible **avenues of collaboration** between local companies and the Employment project.

- Guidance in the recruitment process of vulnerable groups
- Pre-selection of candidates.

Talk with business companies from a perspective of **social co-responsibility** that involves all actors of a community in the understanding of **exclusion as an imbalance** (in which unemployment plays a key role)



Inclusive labor market| Awareness



Companies are good vehicles for transmitting currents of opinion. The joint participation of the Employment project and companies in **awareness campaigns** to promote more inclusive labor markets can be an element of their success.

Possible **avenues of collaboration** between local companies and the Employment project.

- With its own workers.
- With other companies
- With the general population



Inclusive labor market| Other collaborations



Business community can also collaborate with the Employment project in other ways:

- Support for new micro business initiatives supported by the Employment project.
- Dynamization of corporate volunteering.
- Financial contributions.
- Dissemination of the URCS Employment project.



Activity 5.1. Promoting inclusive labor market

Labor markets are inclusive, when everyone of working age, in particular

*_____, can participate in _____,
_____.*

*Promoting inclusive labor markets enables people to _____ the workforce and concretely
means:*

- *Supporting job creation, promoting the _____ as
well as removing obstacles to work helps people integrate in the labor market;*
- *Preventing in-work poverty, _____ are essential and _____ focusing on
adequate pay and benefits, rights at work, sufficient working conditions, including health and safety are key;*
- *Promoting skills and qualifications and ensuring access to _____ improves
stay in work and helps people advance in their careers*

adult learning

quality

join (or re-join)

policies

paid work

vulnerable and disadvantaged people

quality jobs

social economy and inclusive entrepreneurship