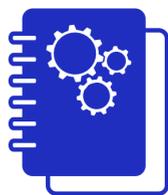


► National employment policies (NEPs)



► What is a NEP ?

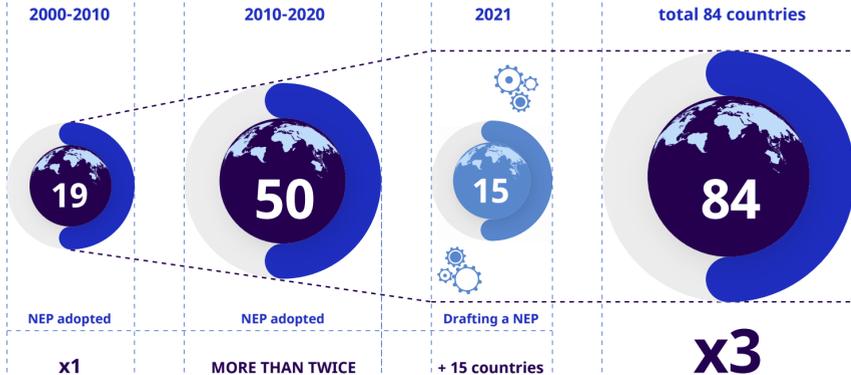
A NEP is a public policy approach that aims at achieving full, productive and freely chosen employment in line with the Convention C122 - Employment Policy Convention, 1964 (No. 122) and Sustainable Development Goal (SDG) 8 on Decent Work and Economic Growth. It relates to the quantity and quality dimensions of employment and addresses the demand and supply sides of the labour market.

NEPs can take various forms, among them, the integration of employment in national development plans, employment as a macro-economic policy objective, sub-national employment plans, sectoral employment plans and targeted strategies (e.g. youth, green and informal employment), as well as the more common standalone employment policies presented in this infographic.

► NEPs are used as a public policy response in an increasing number and variety of countries

The number of countries that have adopted a NEP has increased over the past 20 years from 19 for the decade 2010-2020.

If we take into account the 15 countries which are drafting a NEP in 2021 – the number has more than tripled.



Countries with NEPs by type

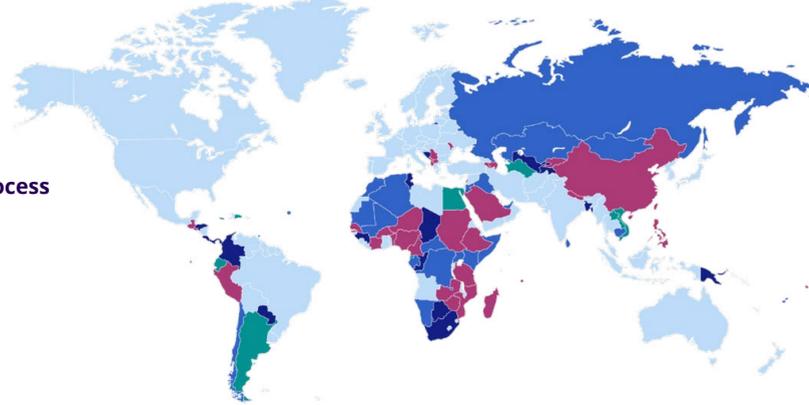
The majority of countries that adopted an employment policy between 2000 and 2010 were African low-income countries.

Countries across all regions and categories have since initiated the process (both middle and high income countries).

NEP as an institutionalized process

NEPs are not just an 'emergency' and isolated response from Governments, but a continuous/institutionalized process.

31 countries in the sample of 69 NEPs have or are formulating their second or higher generation NEP.



► NEPs are effective public policies for recovery and resilience

NEP adoption increased after the global financial crisis

2005 2006 2007 2008



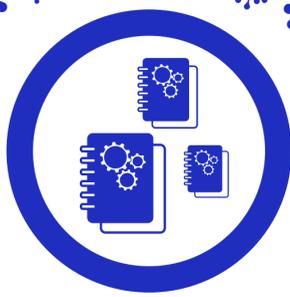
2009

After the 2009 GFC

The number of NEPs adopted has increased along with the need for multidimensional strategies beyond active labour market policies and supply-side measures



Demand for NEP has increased in the COVID-19 context



2020

► NEPs are not only about the amount of jobs created but also about employment quality and inclusion



employment targets

from quantity



to quality and inclusion

► Employment policies are increasingly gender responsive

GENDER-RESPONSIVE POLICIES

NEPs increasingly include a gender lens. However, globally, gender issues have remained largely relegated to supply-side and labour market policies. Macro-economic and trade policies have been largely gender blind over the last two decades.



Macro-economic and trade policies

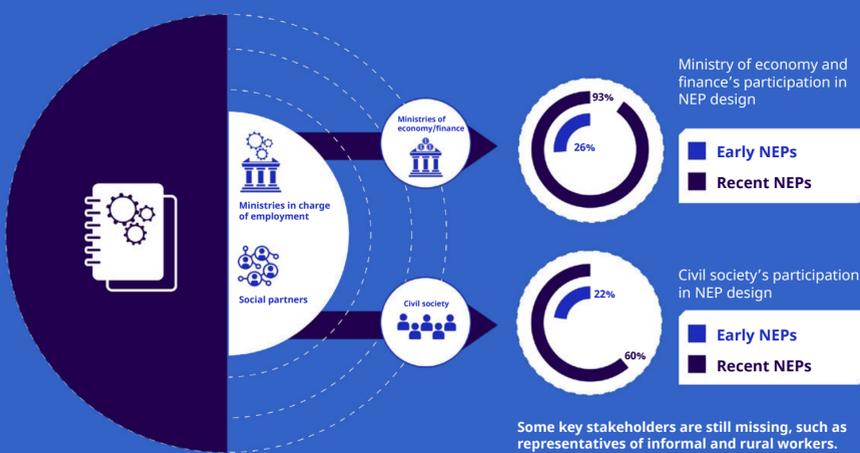


Supply-side and labour market policies

► The design process evolved in term of its form, scope and depth.

NEP stakeholders are Governments, Employers' Organizations and Workers' Organizations. The number of partners design has grown over the years to embrace more actors.

Findings do not only show a greater diversity of actors, but also more in-depth engagement, in particular from ministries of economy and finance which, in some countries, have started to take the lead/co-lead in the NEP design.

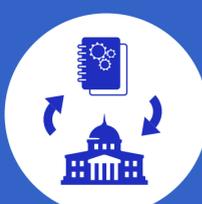


Some key stakeholders are still missing, such as representatives of informal and rural workers.

Regionalization of NEPs

NEPs are getting stronger political backing over time

Early NEPs



tended to mainly represent the 'views of the capital'

Recent NEPs



have a territorial approach, bringing:
- consultations
- dialogue
- decision-making at the local level



2005-2012

2013-2020