Decent work for young people: From priorities to action

Panel discussion on Emerging issues: Youth poverty and unemployment
Commission for Social Development
Fiftieth Session

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This presentation

- Global and regional employment trends for youth
- Factors shaping the youth employment challenge
- Policies to promote decent work for youth
- Lessons learned from evaluation of youth employment interventions
- Some points for discussion
High and persistent youth unemployment..

Youth unemployment rate by region, 1991 to 2011 (p)

Source: ILO, Global Employment Trends for Youth, October 2011 (p = projection)
Youth Employment Programme

...especially in some regions

Source: ILO, Global Employment Trends for Youth, October 2011 (p = projection)
Youth Employment Programme

Youth unemployment rate in selected countries, 2007 and 2011

Source: ILO: Short-term indicators of the labour market (national statistics)
Increasing levels of youth discouragement

Young people neither in education, employment or training (NEET), selected countries

Data for Indonesia refer to 2007; for Japan and South Africa to 2008.

Data refer to total NEET rate.

Source: ILO and OECD, Giving youth a better start, A policy note for the G20 Meeting of Labour and Employment Ministers, September 2011
Youth Employment Programme

Fewer jobs available to young people...and of lower quality

Young and adult workers in the informal economy in selected countries

Source: ILO database
Fewer jobs available to young people…..

….and of lower quality (2)

Young people in temporary jobs in selected countries, 2007 and 2010

Source: EUROSTAT
Inception of working poverty among youth and adult cohorts, selected countries

Share of working poor in total employed (%)

15-24  25+

Kazakhstan, 2003
Armenia, 2003
Peru, 2003
Guatemala, 2003
Pakistan, 2003
Bolivia, 2002
Vietnam, 2001
Cameroon, 2001
Bhutan, 2001
Tajikistan, 2001
Cambodia, 1998
Togo, 2006
India, 2004
Benin, 2003
Timor Leste, 2001
Nepal, 2003
Mali, 2006
Congo PR, 2003
Sierra Leone, 2003
Nigeria, 2003
Malawi, 2005
Mozambique, 2003
Guinea, 2002
Burundi, 1998
Congo DR, 2005

Source: ILO, GET Youth 2010
Factors shaping the youth employment challenge

- Level of aggregate demand and employment intensity of growth
- Size of the youth cohort
- Individual characteristics
- Labour market regulations
- Education and training outcomes
- Work experience
- Personal aspirations
- Representation and voice
An integrated strategy for growth and job creation should be developed to ensure long-term, sustained and concerted action for the promotion of decent work for young people.

Broad-based partnerships on jobs for youth could be developed at national and local levels to foster growth and create decent jobs for young people.

Measures to improve the quality of jobs and the competitiveness of enterprises should be adopted to reduce informality, precariousness and poverty among young workers.

Reforms to improve the quality of education and training and its relevance to labour market requirements, including through work experience and learn and earn strategies, could result in better jobs for youth.
The design of labour market policies should be enhanced in support of the implementation of national youth employment priorities.

The provision of employment services should have the objective of offering a set of standard services to all young people and more intensive assistance to disadvantaged youth.

Reliable and timely information on the youth labour market should be collected, analysed and disseminated on a regular basis.

Monitoring and evaluation systems should be developed to assess the effectiveness and impact of youth employment policies and programmes.
**Lessons learned from evaluation of youth employment interventions (1)**

<table>
<thead>
<tr>
<th>Type of programme</th>
<th>Advantages</th>
<th>Disadvantages</th>
<th>Selected examples of successful programmes</th>
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</thead>
<tbody>
<tr>
<td>Labour market training</td>
<td>Works better with broader technical and employability skills that are in demand and includes work experience as well as employment services.</td>
<td>May produce temporary, rather than sustainable solutions and if not well targeted, may benefit those who are already “better off”. Training alone may not be sufficient to increase youth employment prospects.</td>
<td>PLANFOR (Brazil)</td>
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<tr>
<td>Employment services (job search, career guidance and labour market information)</td>
<td>Can help youth make realistic choices and match their aspirations with employment and training opportunities; improve information on job prospects as well as efficiency, effectiveness and relevance of initiatives.</td>
<td>May create unrealistic expectations, if not linked to labour market and often cover only urban areas and the formal economy.</td>
<td>New Deal for Young People (UK)</td>
</tr>
<tr>
<td>Employment subsidies</td>
<td>Can create employment, if targeted to specific needs (e.g. to compensate for initial lower productivity and training) and to groups of disadvantaged young people.</td>
<td>High deadweight losses and substitution effects (if not targeted); employment may last only as long as the subsidy.</td>
<td>Employment Plan (Belgium)</td>
</tr>
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Source: ILO, Youth Employment Programme; www.iло.org/youth
### Lessons learned from evaluation of youth employment interventions (2)

<table>
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<td>Employment intensive public works and community services</td>
<td>Help young people gain labour market attachment and, at the same time, improve physical and social infrastructure and the environment - especially if combined with development and sectoral strategies – and enhance employability, if combined with training.</td>
<td>Low capacity for labour market integration; young workers may become trapped in a carousel of public works programmes; often gender-biased; displacement of private sector companies.</td>
<td>American Conservation and Youth Service Corps (US)</td>
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<tr>
<td>Entrepreneurship promotion</td>
<td>Can have high employment potential and may meet young people’s aspirations (e.g. for flexibility, independence); more effective if combined with financial and other services, including mentoring.</td>
<td>May create displacement effects and may have high failure rate, which limits its capacity to create sustainable employment. They are often difficult for disadvantaged youth, owing to their lack of networks, experience, know-how and collateral.</td>
<td>Self-employment Programme (Bulgaria), Youth Entrepreneurship Training (Peru)</td>
</tr>
</tbody>
</table>

Source: ILO, Youth Employment Programme; www.iло.org/youth
Some points for discussion

- What are the lessons learned from successful national policies for decent work for youth and how can they be shared across countries?

- What types of services should be made available to young people to facilitate their transition to decent jobs?

- How can effective implementation of youth employment policies and programmes be ensured?

- What type of partnerships could be established to provide young people with more and better jobs?

- What contributions can be made by representatives of young people affected by policy measures?
Youth Employment Programme
International Labour Office

Email: youth@ilo.org
Website: www.ilo.org/youth
Knowledge-sharing platform http://papyrus.ilo.org/YE