



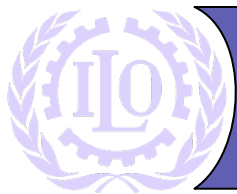
International Labour Office

Decent work for young people: From priorities to action

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

Gianni Rosas
Coordinator, Youth Employment Programme
New York, 6 February 2012

Youth Employment Programme



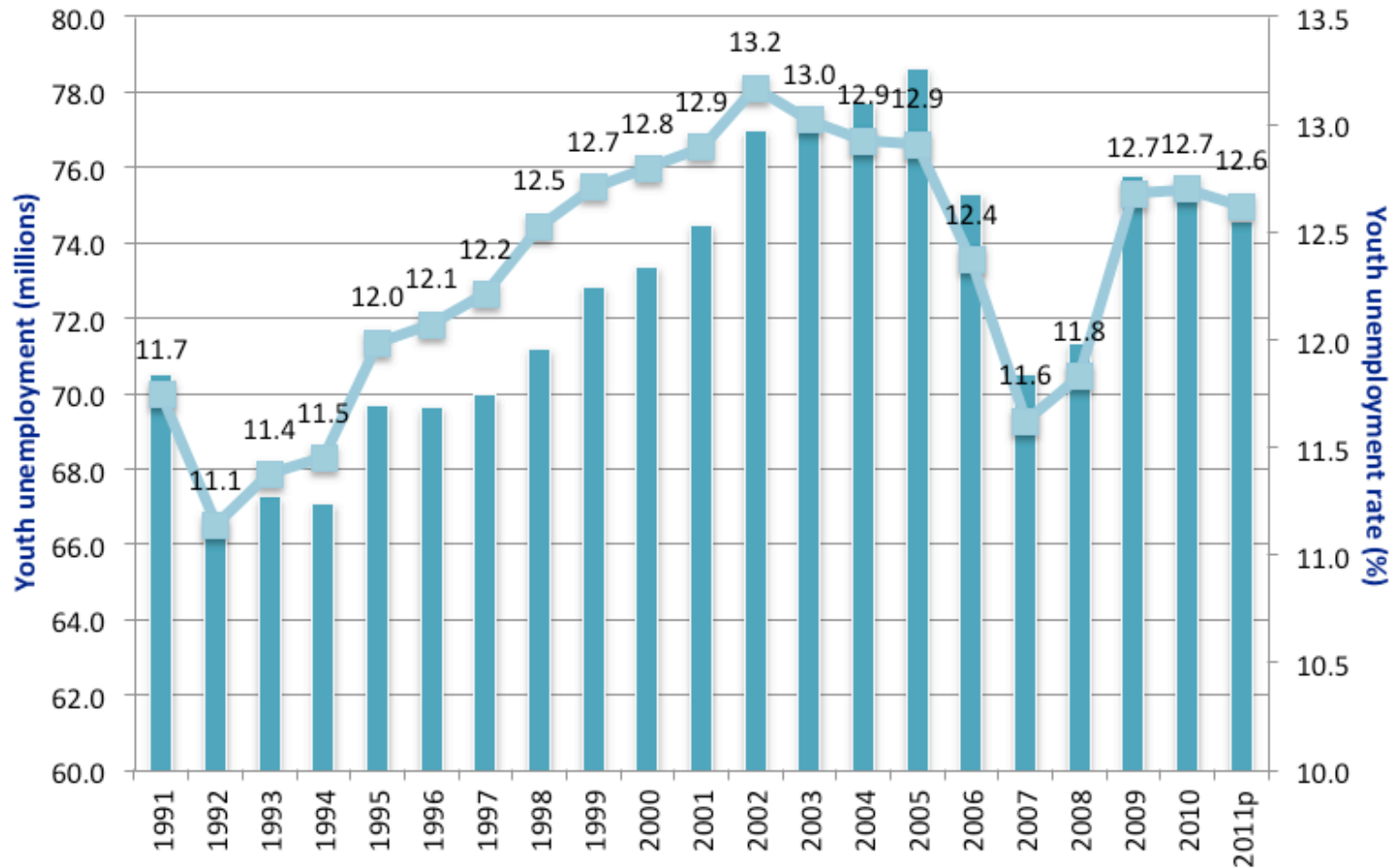
This presentation

- 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)



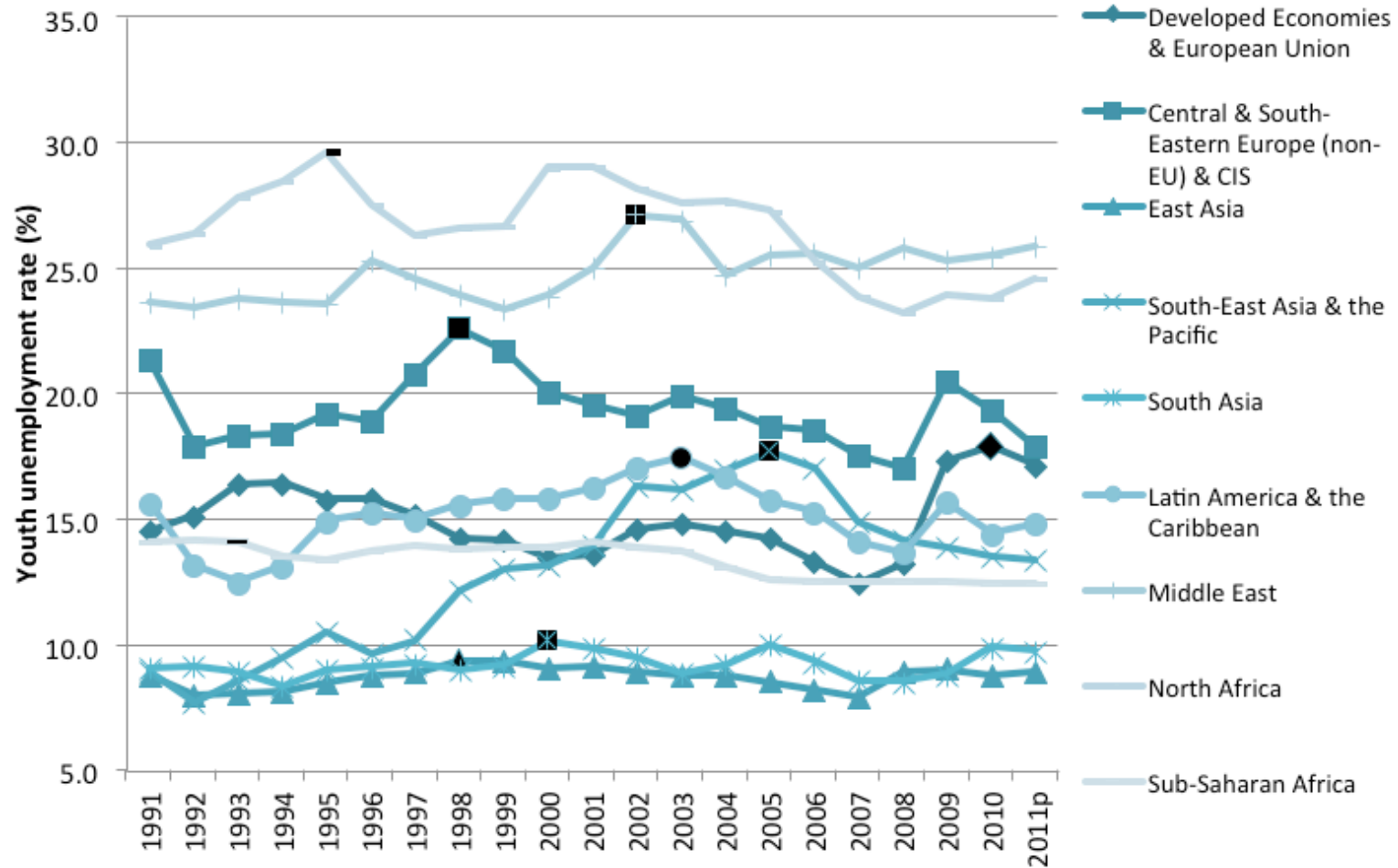
Source: ILO, Global Employment Trends for Youth, October 2011 (p = projection)

(p=projection)



...especially in some regions

Youth unemployment rate by region, 1991 to 2011



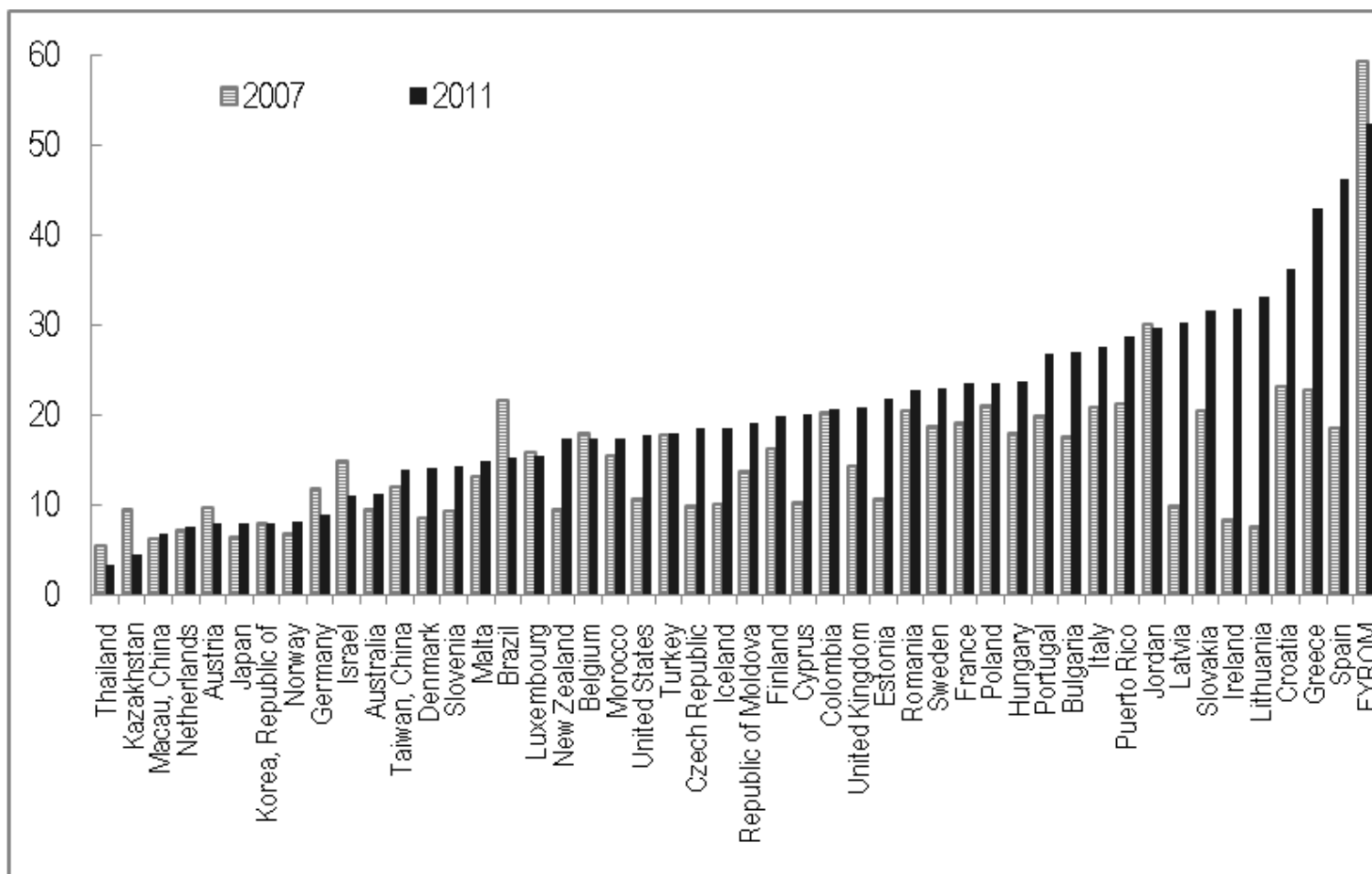
Source: ILO, Global Employment Trends for Youth, October 2011 (p = projection)

(p=projection)



...and countries

Youth unemployment rate in selected countries, 2007 and 2011

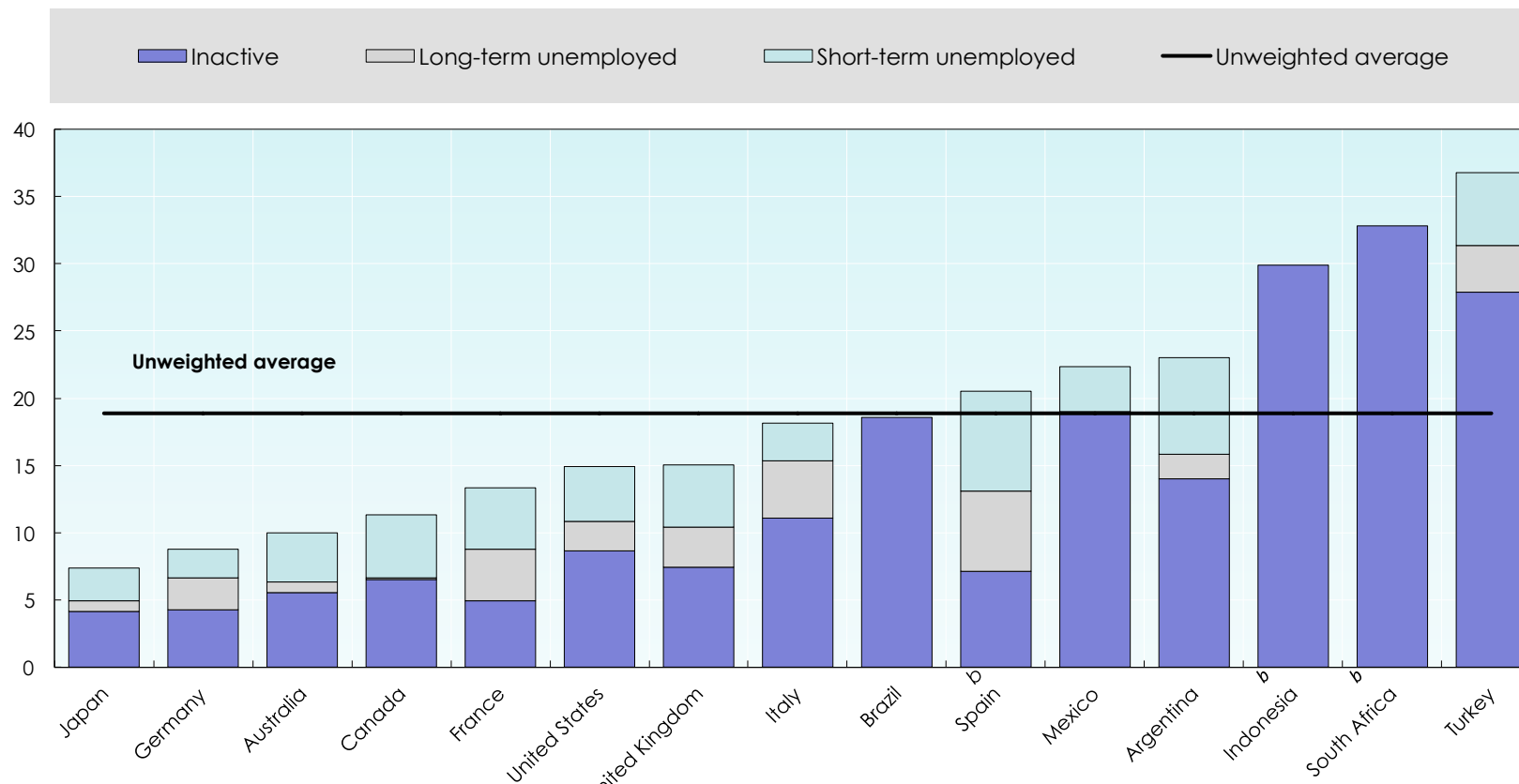


Source: ILO: Short-term indicators of the labour market (national statistics)



Increasing levels of youth discouragement

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



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

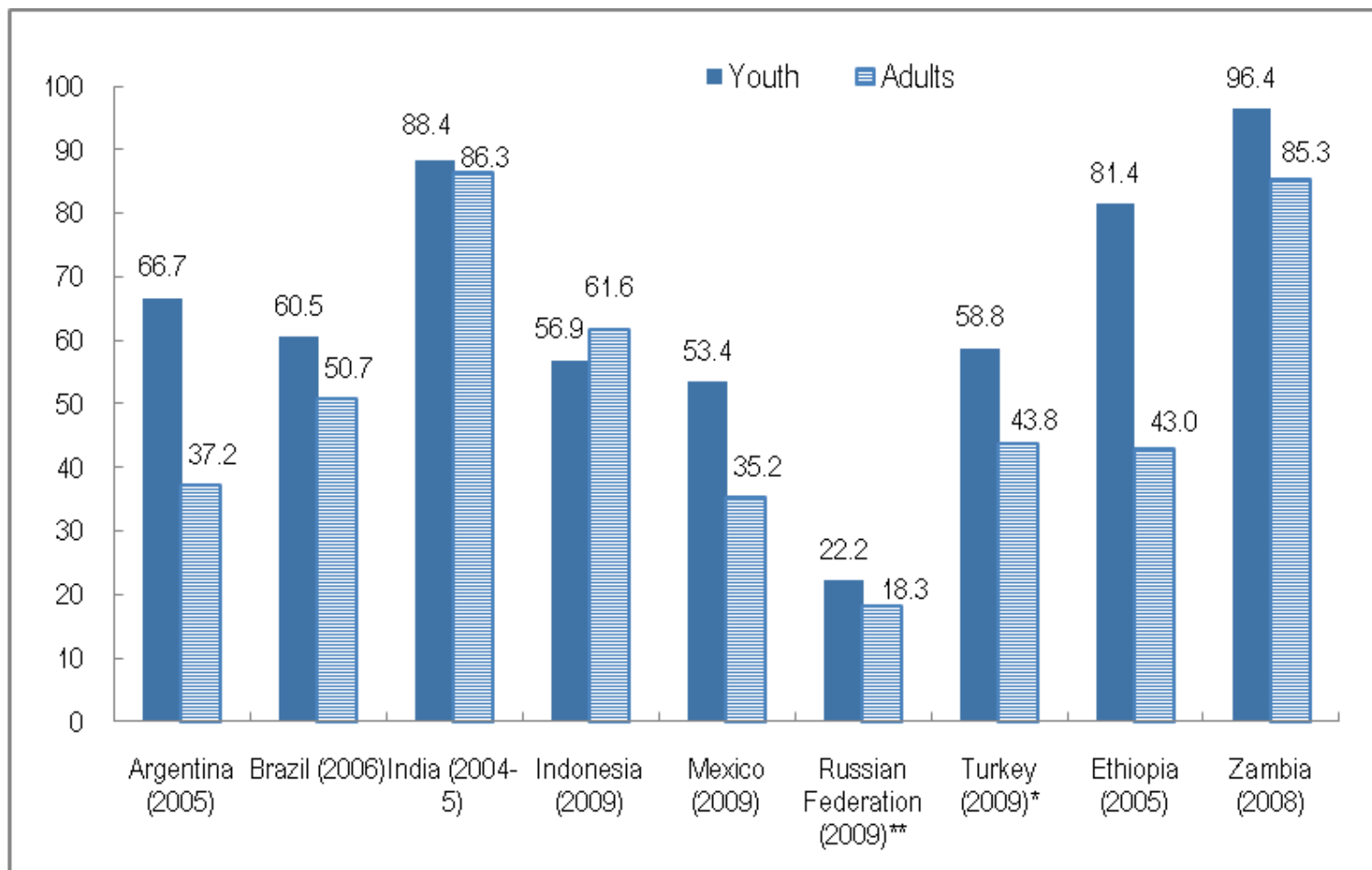
b) Data refer to total NEET rate.

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

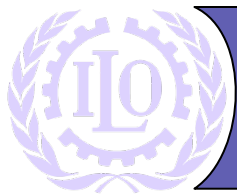


Fewer jobs available to young people.....and of lower quality

Young and adult workers in the informal economy in selected countries

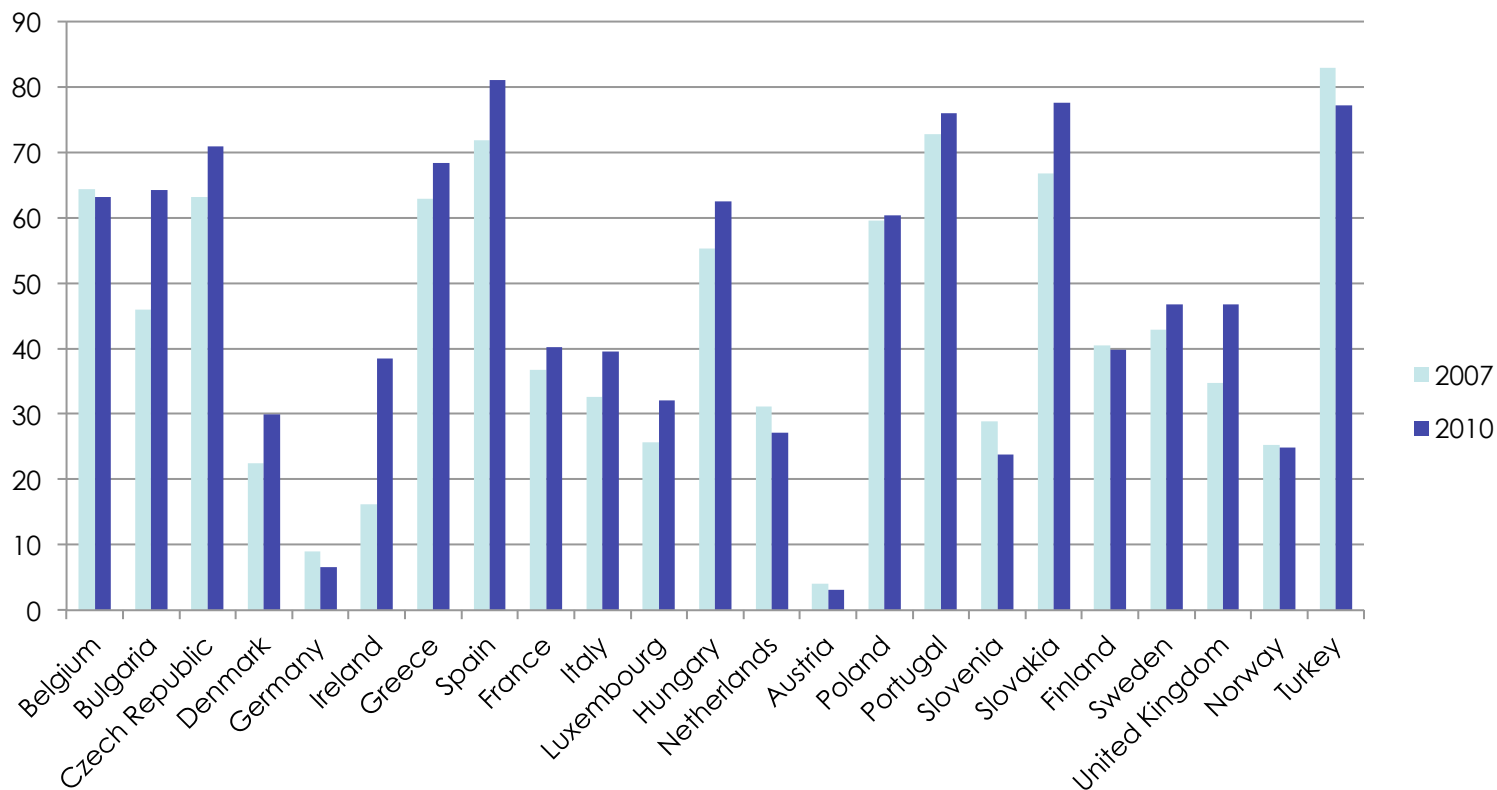


Source: ILO database



Fewer jobs available to young people.....and of lower quality (2)

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

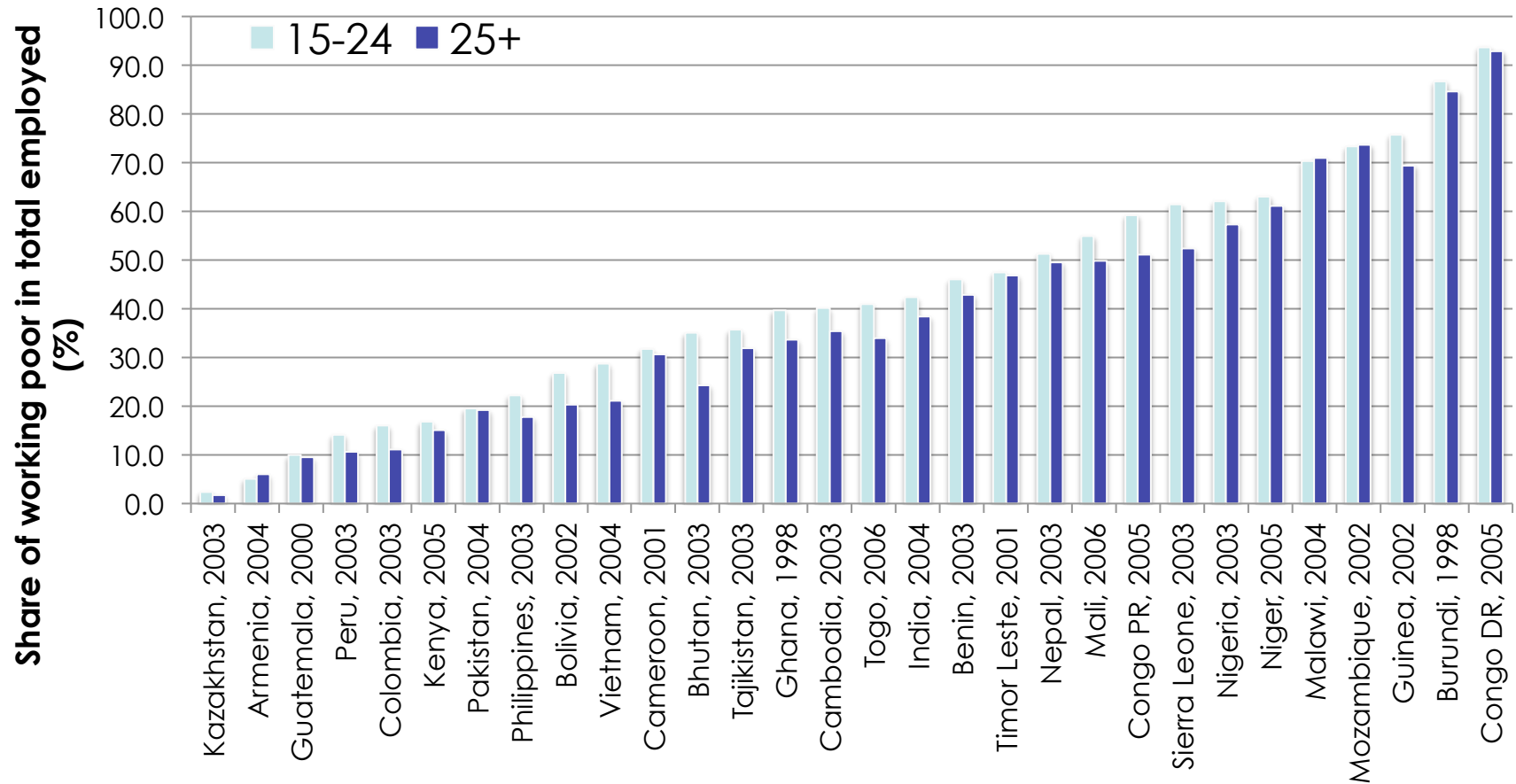


Source: EUROSTAT

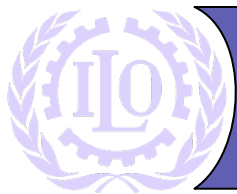


... and meager earnings

Incidence of working poverty among youth and adult cohorts, selected countries



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



Assigning priority to youth employment (1)

- ❑ **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.**



Assigning priority to youth employment (2)

- ❑ **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)

Type of programme	Advantages	Disadvantages	Selected examples of successful programmes
Labour market training	Works better with broader technical and employability skills that are in demand and includes work experience as well as employment services.	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.	PLANFOR (Brazil)
Employment services (job search, career guidance and labour market information)	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.	May create unrealistic expectations, if not linked to labour market and often cover only urban areas and the formal economy.	New Deal for Young People (UK)
Employment subsidies	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.	High deadweight losses and substitution effects (if not targeted); employment may last only as long as the subsidy.	Employment Plan (Belgium)

Source: ILO, Youth Employment Programme; www.ilo.org/youth



Lessons learned from evaluation of youth employment interventions (2)

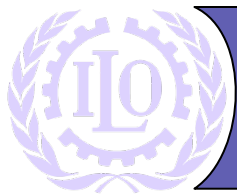
Type of programme	Advantages	Disadvantages	Selected examples of successful programmes
Employment intensive public works and community services	Help young people gain labour market attachment and, at the same time, improve physical and social infrastructure and the environment - especially if combined with development and sectoral strategies – and enhance employability, if combined with training.	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.	American Conservation and Youth Service Corps (US)
Entrepreneurship promotion	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.	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.	Self-employment Programme (Bulgaria), Youth Entrepreneurship Training (Peru)

Source: ILO, Youth Employment Programme; www.ilo.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?**



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