

# **Indonesia Youth Employment Action Plan (IYEAP): Monitoring and Evaluation**

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# What is IYEAP?

- Indonesia Youth Employment Action Plan developed by IYEN supported by ILO Indonesia
- IYEN (Indonesia Youth Employment Network), Indonesia was one of the first nations to volunteer to be 'a lead' country in the UN Secretary-General's Youth Employment Network (YEN),
- YEN was created within the framework of the Millennium Declaration, a partnership between UN, World Bank and ILO.

# What is IYEN?

- Indonesia Youth Employment Network (IYEN) is a translation of the Indonesian Government's political commitment into action, established in 2003
- Coordinated by the MoE and the MoMT
- Involves stakeholders consist of senior policy-makers, private sectors, civil society and youth organization

# IYEN's role

- To develop and implement strategies that give Indonesia's young people a real chance to find decent and productive work.
- The first action is to develop Indonesia Youth Action Plan (IYEAP) 2004-2007
- To implement the IYEAP

# IYEAP Objective

1. To identify key issues and challenges faced by young women and men to find work (from school to work).
2. To acknowledge that many policies, programs, activities already exist
  - To provide a platform for sharing information and knowledge at the national, provincial, and district level,
  - To enrich the various initiatives already being undertaken.
3. To set priorities for action by policy makers and other stakeholders

7. To urge provincial and district level government to mainstream youth employment issues in the economic and social policies, strategies and programs at the provincial and district levels.
8. To encourage young women and men to participate in policy dialogue and collective action as a necessary prerequisite for an accurate and effective response.

# General Comments on IYEAP.

- Not binding for stakeholders to implement IYEAP
- Not *a time bound* plan, and no Key Performance Indicators – Key Performance Index (KPI)
- Not breakdown into step by step plan of action  
→ short terms, medium and long term plan.
- The step by step or short-term goals can be a road map to achieve the IYEAP ultimate objective.

# Comments on the networking

- The list of stakeholders is very comprehensive
- But should include more stakeholders.
- Need to strengthen coordination supported by strong and powerful secretariat
- Need to do more effective advocacy to establish commitments of stakeholders to implement IYEAP

# Plan and activities by MoMT

- IYEAP activities is included in the 2005-2009 Strategic Planning of the Director General of Domestic Placement of Manpower
- Revitalization of The Training Institute for Workers

# IYEAP in The Strategic Planning of DG Placement at MoMT

- **Dissemination of IYEAP**
- Work orientation for young manpower
- Dissemination of guidelines for placement of young manpower.
- Mapping and verifications of young manpower, mapping of institutions related to the empowerment of young manpower, regulation to empower young manpower.

- Establishing guidelines for domestic placement of young manpower
- Identification of utilization of young manpower in business sector
- Establishing guidelines of programs for women workers
- Establishment of guidelines of workers utilization that is gender perspective.
- Supporting skills development for cadres in women KUB.
- Monitoring the utilization of women workers in business.

# MoMT: IYEAP activities and challenges

- Activities of the Strategic Planning have not been fully implemented
- Road show to disseminate information on IYEN and IYEAP are not continued
- The development of a One Million Employment for Young People is not continued.
- There is an issue of effectiveness and sustainability of IYEAP implementation at the MoMT

# The Strategic Planning of DG Productivity and Training

- Strengthen the existing laws and regulation on productivity and training
- Strengthen the infrastructure for training and productivity
- Strengthen the system and method of training and productivity
- Strengthen the financing system for training and productivity
- Revitalization the performance of training and productivity institutions

# Challenges of the DG of Productivity and Training

- Revitalization of BLK is still underway
- BLK at the regional level is hampered by the decentralization system of government
- Only 5 BLK with good practices are under the operation of MoMT at the central level
- This is too few to accommodate the abundant numbers of young applicants
- There is an issue about sustainability with the limitation of government funding.
- Collaboration with local government need to be strengthened and expand

# The Ministry of National Education : Prep. school leavers to enter the labor market.

- Reforms the Vocational High School at MoNE under the Directorate of vocational school (SMK)
- Move from supply driven to demand driven
- Competency based training in compliance with the national standard of competency
- Graduates can continue to tertiary education, 30 % theory and 70 % practice
- Media campaign to change parents' mindset to send their children to SMK

# Perceptions from the business sector

- Job applicants are not employable, lacking in competencies
- Employment creation have been conducted through apprenticeships in business sector: BCA, Carefour etc. This need to be expanded.
- Too many regulations, legal and illegal, at the regional level (Perda and others) that hampers employment creation (discouraging investments)

# Perception of the Young Entrepreneurs

- Teaching method is one way system that hampers students' creativity
- Marketing theories delivered in classroom are not applicable for small businesses in the real world.
- False perception among young people that they would be more respected as employee in business companies or civil servants.
- Young entrepreneurs perception: APINDO and Kadin are mostly designed for big corporation and do not accommodate small businesses.

# Perception of the Union (KSPSI)

- Employers should provide trainings for their employees
- The Union thinks that employers seen wages and trainings are cost instead of investment to increase productivity
- Employment creation through investment should be more labor intensive rather than capital intensive
- IYEN should be able to shift the mindset of employers that expenses for their employees are a part of company's investment instead of burden.

# Recommendations:

1. Strengthen and expand advocacy to stakeholders to obtain their commitments to implement IYEAP
2. Coordination by IYEN secretariat should be strengthened.
3. IYEN should be restructured to be more powerful (with higher level of regulation that bind the stakeholders to implement IYEAP)

4. Political commitment: IYEAP was launched by the VP in 2004. Need to conduct IEC to stakeholders to improve their understanding about the critical issues of young employment
5. Establish small team consists of key stakeholders on priority setting to implement IYEAP and future actions.
6. Link with the business sector have to be expanded, with apprentice programs, curriculum that meet the demand for labor.

7. Regulations: need more power to make the IYEAP work.
8. All regulations and laws related to employment creation should include concerns on young people.
9. Need to revise the Law no 13 of 2003 with flexible labor market to encourage investment that increase employment opportunity
10. Bappenas and line ministers are suggested to include IYEN and IYEAP in the next RPJM 2010-2014.

# IYEN Structure and membership

1. Include the National Planning Agency (Bappenas) for budgeting
2. Include MoYS to accommodate young school leavers especially at the rural areas.
3. Include Ministry of Interior to facilitate collaboration at the regional level
4. Include the DG of productivity and training at MoMT to strengthen the BLK
5. Include youth group to accommodate their concerns.

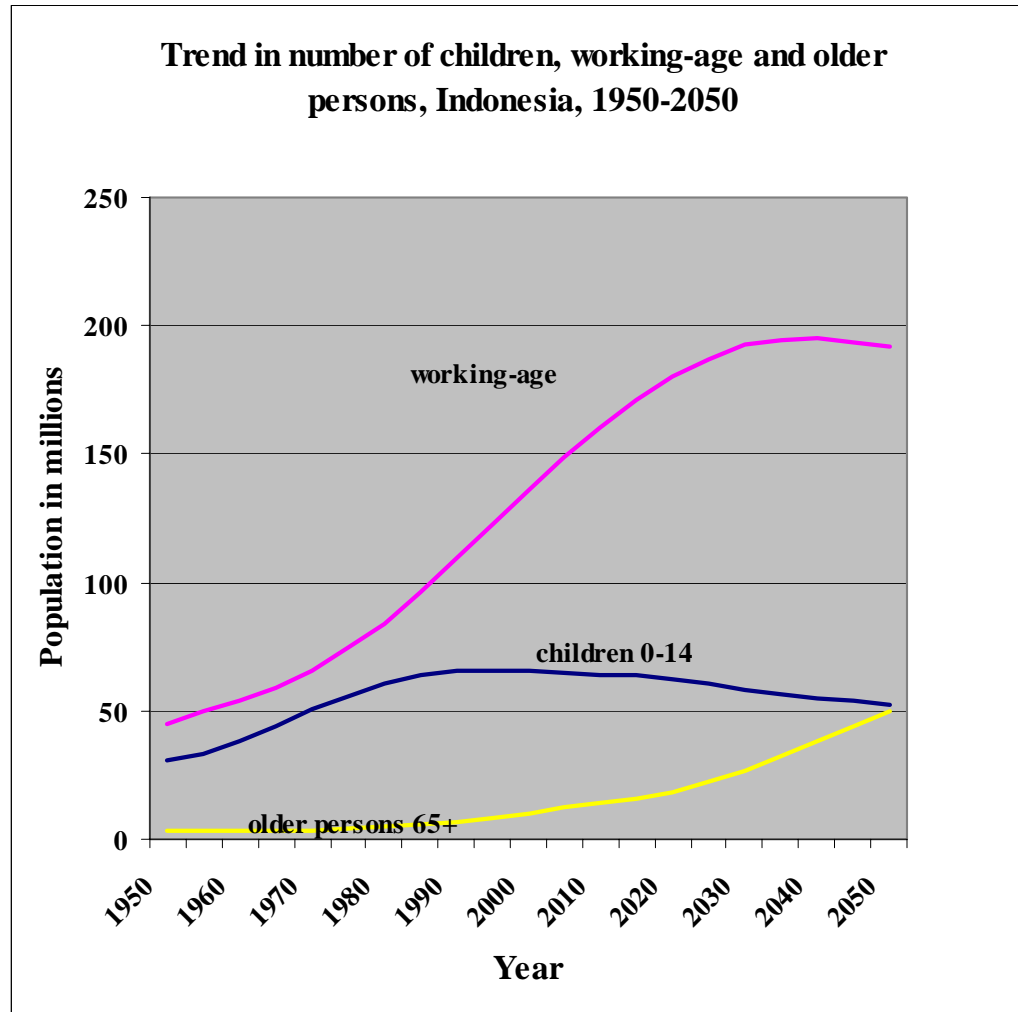
6. Include universities to include entrepreneurship in their curriculum and KKN program
7. Include Coordinating Ministry of People Welfare that has PNPM (Prog Poverty Reduction) and Credit for SMEs program to include young people to obtain small credit with no or minimal collateral.
8. Include bankers and advocate them about the critical issue of young unemployment and therefore they can include young people to obtain small credit scheme.
9. Need to include NGOs to apply their mentoring system for employment creation for young people at the rural areas

# Mechanism to make the IYEAP works

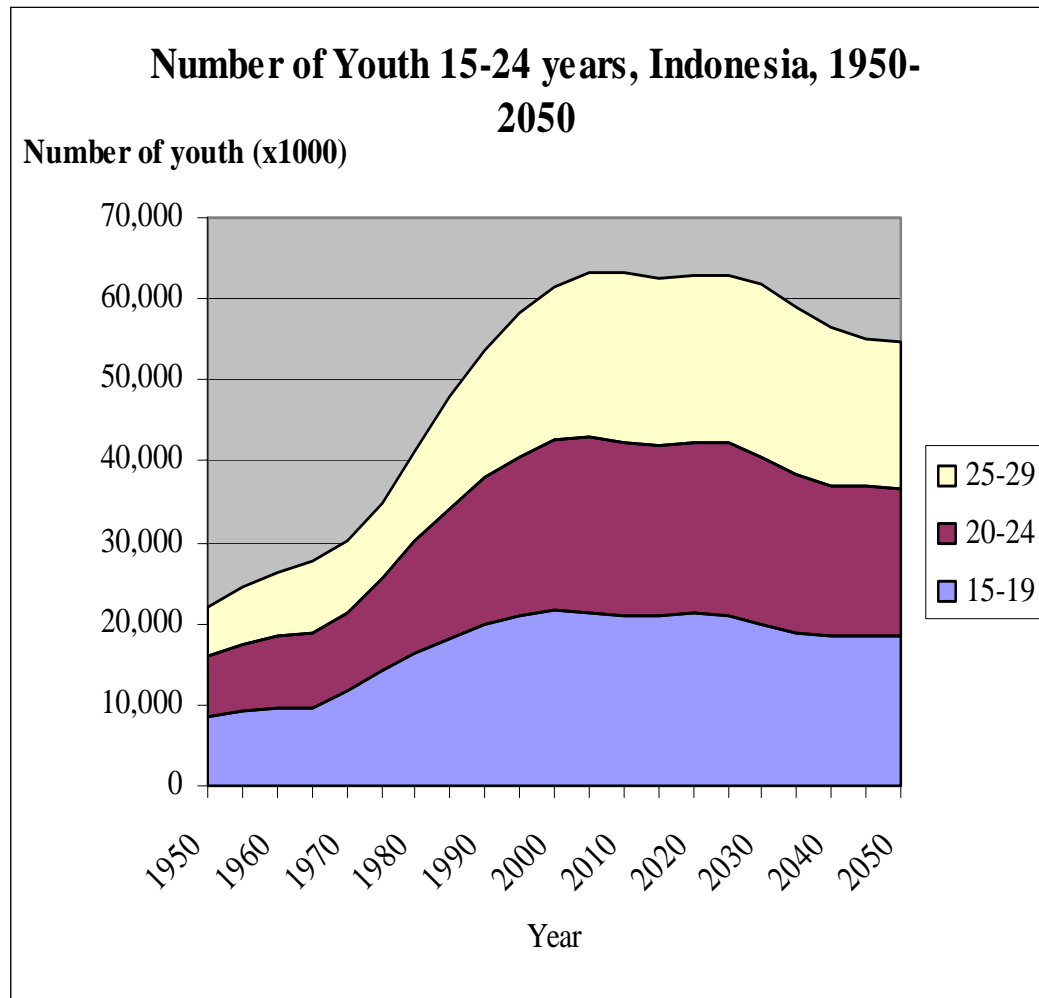
- Establish small team with monthly meetings.
- Conduct regular meetings and forum twice a year with all stakeholders and non-stakeholders interested in youth employment creation.
- Conduct workshop or forum for coordination with young entrepreneurs to share their experiences.

Reasons why are we doing  
this?

# The explosion of working age population 1950-2050



# Rejuvenation of the working age



**Thank you.**