



The Youth Employment Network



Training Workshop on YEN Reporting Tools for Lead Countries

Report of Pilot Training Workshop

Jakarta, Indonesia

July 31 2009

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1. Background

Indonesia became a Lead Country of the YEN in March 2002 when it joined a group of countries that had committed to tackling the youth employment challenge at the highest level. Since then, the government – through the Indonesian Youth Employment Network (I-YEN), a platform of key stakeholders that include several line Ministries, the private sector, workers' organizations, and youth – has engaged in a number of initiatives that have placed youth employment at the top of the development agenda. The Indonesian Youth Employment Action Plan (I-YEAP) of 2004-2007 and its subsequent evaluation are the reflection of the country's dynamic commitment to promote employment opportunities for young people.

In June 2009, the government of Indonesia renewed its Lead Country status. This renewal was framed in the context of the [revised Lead Country Process](#), which aimed at improving YEN's portfolio of services to its client countries by converting the process into a benchmarking tool of best practices in youth employment policies and programs. Two reporting tools have been designed to help lead countries in their assessment of the youth labor market and the identification of good practices. These tools are:

- a. [A reporting tool on youth labor market indicators](#), which was designed to facilitate the diagnosis of youth employment problems, assess the labor market conditions of youth, and support monitoring and evaluation plans of programs and policies already under implementation. It features a set of indicators that gives a comprehensive picture of the labor market prospects of young people. See annex 1 for a list of selected indicators.
- b. [A reporting tool on policy and institutional achievements on youth employment](#), which was designed to monitor the drawing and implementation of youth employment initiatives, from National Action Plans to National Development/ Employment Strategies and active labor market programs. Regular reporting on progress will lay groundwork for shared-learning among lead countries and facilitate capacity building. See questionnaire in annex 2.

A training workshop was scheduled to provide the YEN focal point in the country (i.e. I-YEN) with information and technical support on the use of the reporting tools. The workshop took place on July 31st, 2009, in Le Grandeur Hotel, in Jakarta. It was hosted by I-YEN, with support from the Coordinating Ministry for Economic Affairs and the ILO Office in Jakarta. Facilitation and training was delivered by YEN staff, Mr. Markus Pilgrim and Ms. Susana Puerto, and Mr. Achmad Sukroni, from the Indonesian Statistical Office (BPS). This report

outlines the objectives of the workshop and summarizes the main topics discussed during the training sessions as well as key decisions on responsibilities and time frame for reporting to YEN.

2. Objective of the workshop

This is a *pilot activity* for the YEN as it introduces the recently revised Lead Country Process and tailors training activities to the needs and information available in the lead countries. In this context, the objective of the workshop was four-fold:

- a. To introduce the revised Lead Country Process,
- b. To train participants on how to report on selected youth labor market indicators,
- c. To train participants on how to report on policy and institutional progress made on youth employment initiatives,
- d. To train participants on how to interpret and use this information for policy-making.

Expected results were:

- a. Definitions and sources of information for the reporting tools are clearly identified,
- b. Benefits and challenges in reporting indicators and progress made are identified,
- c. The timeframe for the submission of reporting tools to YEN will be defined.
- d. Feedback from participants on the pilot training.

3. The workshop

3.1. Workshop agenda

Time	Duration	Topic	Responsibility
13.30	15'	Opening of workshop	Komara Djaja
		Presentation of program	Markus Pilgrim
13.45	60'	<u>Youth Labor Market Indicators: Definition and Rationale in the Indonesian Context</u>	Susana Puerto Achmad Sukroni
14.45	20'	<u>Reporting on policy and institutional progress (narrative part)</u>	Susana Puerto
15.05	20'	Next steps: Defining responsibilities and time frame for reporting to YEN	Markus Pilgrim
15.25	10'	Evaluation of workshop	Markus Pilgrim
15.35		Closing	Komara Djaja



Achmad Sukroni, BPS

3.2. Key discussion points

- a. **Youth Labor market Indicators:** resources persons introduced the selected indicators explaining their definition, use and rationale. The presentation of each indicator was complemented by a short discussion on what is the indicator like in Indonesia and the way it is computed by the Statistical Office. While one of the main objectives of the workshop was to allow for brainstorming on the key sources of information for computing the indicators, Mr. Achmad Sukroni already came to the workshop with the indicators computed based on the Indonesian National Labor Force Survey. His input facilitated greatly the discussion and gave participants a very good picture of the youth employment challenge in the country.
- b. **Sources of Information:** based on the first presentation, it was identified that BPS has the data necessary for computing the selected indicators and has been doing so in a regular basis. The Indonesian National Labor Force Survey is administered annually and covered labor market topics such as employment, unemployment, hours of work, wages, duration of unemployment, industry, occupation, status in employment, educational level, and second jobs. An additional source of information used by BPS in the computation of some indicators (such as measures of earnings and wages) is the National Household Survey.
- c. **Definitions:** Some definitions and methods of computation of labor market indicators may vary across countries. It is important to clarify what definitions are

being used by each Lead Country, in particular as it relates to the concepts of employed, unemployed, discouraged, and in school individuals.

d. Things to consider while reporting to YEN:

- i. Check the definition of relaxed youth unemployment rate as specified by YEN;
- ii. Aggregate categories to make indicators comparable across Lead Countries. This relates particularly to: categories in status of young workers in employment, categories in economic sectors, and categories on educational attainment levels;
- iii. In order to gather all relevant information for the report on policy and institutional progress, I-YEN needs to survey all line Ministries and take stock of their initiatives on youth employment. The draft on the next National Action Plan or similar strategy to mainstream youth employment in the National Development Plan is a great source of information for the report.



Susana Puerto, YEN

4. Next steps

1. I-YEN will work closely with BPS for the report on labor market indicators as well as with line ministries for the questionnaire on policy and institutional progress. This exchange with line ministries will also rely on I-YEN discussions on the next National Action Plan on Youth Employment to be held in the coming months.
2. I-YEN committed to submitting the two reports by Mid February 2010.

5. List of Participants

	Name	Title	Institution	Email address
1	Achmad Sukroni		BPS, Indonesian Statistical Agency, Republic of Indonesia	
2	Dewi Angraini	Head of ILO and Other International Organization Cooperation Subdivision Centre of Administration for International Cooperation	Ministry of Manpower and Transmigration, Republic of Indonesia	Dewi.pakln@yahoo.com
3	Himawan Gatot Adibowo	Business Development Director	Indonesia Business Links	himawan@ibl.or.id
4	Komara Djaja	Senior Adviser for Institutional and Legal Affairs	Coordinating Ministry for Economic Affairs, Republic of Indonesia	kdjaja@ekon.go.id
5	Markus Pilgrim	Manager	YEN	pilgrim@ilo.org
6	Rolly Aruna Damayanti	National Programme Coordinator	ILO Jakarta Office	rolly@ilo.org
7	Siti Meiyana Arafah	Business and program Development	Pelita Fikir Indonesia	stmeiyana@ymail.com
8	Sri Moertiningsih Adioetomo	Research associate	Universitas Indonesia	toening@indo.net.id
9	Susana Puerto	Technical Officer	YEN	Puerto-gonzalez@ilo.org
10	Zakia Liberty	Staff, Division of Regulatory and Cooperation, Directorate General Secretary of Small and Medium Industry	Ministry of Industry	Zakia.liberty@yahoo.com

Annex 1: Selected youth labor market indicators for reporting purposes

Indicator	Rationale for reporting on this indicator
Indicator 1: Distribution of youth population by primary activity	The indicator captures the full extent of activity options of the youth population, delineating between active and inactive economic activities. It includes the following categories: employed, unemployed, discouraged, and in school. <i>By reporting on this indicator, Lead Countries are also computing the Youth Employment-to-Population Ratio, an MDG-related indicator, which is the proportion of a country's working-age and young population that is employed.</i>
Indicator 2: Youth unemployment rate	The unemployment rate is the best-known and most used labor market indicator. It gives a measure of the inability of an economy to generate employment for young persons who are not employed but are available and actively seeking work.
Indicator 3: Relaxed youth unemployment rate	The indicator, also referred to as youth joblessness, is a measure of the unutilized youth labour potential. It adds to the standard measure of unemployed youth those who are not technically unemployed because they do not meet the active job search criteria but who would like to work.
Indicator 4: Status of young workers in employment	The indicators refer to the proportion of the employed population classified as: wage and salaried workers; household enterprise workers (including ownaccount workers and unpaid family workers; and employers. <i>By reporting on these indicators, Lead Countries are also informing on the Vulnerable Employment Rate for Youth, a measure of what are deemed to be the more vulnerable statuses of employment, namely own-account workers and contributing family workers.</i>
Indicator 5: Youth employment by sector	The indicator shows where youth are working, i.e. in what specific sector. Aggregate sectors include agriculture, industry, and services. Employment in each category implies differences in terms of pay, job attachment, conditions of work, etc. Changes over time provide information on possible areas of economic growth or deterioration.
Indicator 6: Median earnings for wage and salaried young workers	Earnings relate to remuneration in cash and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked. The indicator gives an idea of job quality.
Indicator 7: Educational attainment of the youth labour force	The indicator reflects the levels and distribution of the knowledge and skills base of the youth labour force. It provides an indication of the capacity of countries to achieve social and economic goals and insights into the broad skill structure of the labour force. It also supports analysis of the influence of skill levels on economic outcomes and the success of educational policies.

Annex 2: Reporting template for policy and institutional progress and achievements¹

Report on policy and institutional progress and achievements		
Country:		
Name of Institution reporting:		
Location:		
Name and contact information of person reporting:		
Reporting Date:		
1) Has the country adopted an active policy to promote full, productive and freely chosen employment for young people?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Relevant legislation:		
Main policies, other measures and institutional arrangements:		
Comments (e.g. effectiveness, impact, global influences, etc):		
2) Has the country taken measures to promote youth employment within the framework of a coordinated economic and social policy?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Relevant legislation:		
Main policies, other measures and institutional arrangements:		
Comments (e.g. effectiveness, impact, global influences, etc):		

¹ This section draws primarily on the ILO's Questionnaire on Employment (2009).

3) Has the country established mechanisms to monitor progress toward full, productive and freely chosen employment for young people, and to ensure coordination among key institutions?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Relevant legislation:		
Main policies, other measures and institutional arrangements:		
Comments (e.g. effectiveness, impact, global influences, etc):		
4) Has the country consulted youth (and youth organizations) in the formulation and execution of youth employment measures?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Relevant legislation:		
Main policies, other measures and institutional arrangements:		
Comments (e.g. effectiveness, impact, global influences, etc):		
5) Has the country engaged in the preparation of a National Action Plan (NAP) for Youth Employment?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
If yes, please mark the stages of the NAP preparation that have been completed:		
1 st : Setting up the NAP development mechanism (identify key stakeholders, responsible government institution, and coordinator)	<input type="checkbox"/>	Date:
2 nd : Identification of the main focus of the NAP	<input type="checkbox"/>	Date:
3 rd : Elaboration of the draft NAP	<input type="checkbox"/>	Date:
4 th : Final adoption/implementation of the plan	<input type="checkbox"/>	Date of formal approval: Date of implementation:
5 th : Evaluation of the NAP	<input type="checkbox"/>	Date:

6) Has the country received international assistance in the development of the NAP?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
If yes, from whom?		
7) Is youth employment a priority in any other national development plan or strategy?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
If yes, specify.		
8) Has the country engaged in the design and implementation of a national active labour market program for youth?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
If yes, type of program(s) (e.g. vocational training, entrepreneurship scheme, wage subsidy, public works, intermediation services, other):		
If yes, main objective of the program(s)		
If yes, target population (e.g. age group, education level, income level, ethnicity, disability, location)		
If yes, has the program been evaluated or are there plans for an evaluation? Explain.		
9) What are the major achievements in terms of employment creation for young people, over the last year?		
10) What are the major challenges in terms of employment creation for young people, over the last year?		