
4. FOCALIZED TRAINING FOR SPECIFIC POPULATION GROUPS

Youth, Training and Employment

The thematic of young people precarious conditions of employment, their labour instability and low salaries and social protection, as well as their lack of education and training for work, are one of the highest priorities for Cinterfor/ILO. Cinterfor/ILO's basic aim is to contribute to the development of training of young people of both sexes as to allow them to aspire to decent jobs. In the framework of this objective, the Centre has continued developing important efforts tending to identifying, systematizing and disseminating information about innovative experiences developed in the field of training and employment of young people in different countries of the region. It has promoted the exchange of experiences and technical cooperation, and has assured the publication to get knowledge on this subject. It has also offered technical assistance whenever it was asked to help with the design of policies in this field.

In the period covered by this Report, Cinterfor/ILO carried out its plan to develop a regularly updated *Observatory of training and employment experiences for young people in Latin America and the Caribbean*. This is available for consultation via the Internet. This initiative is a response to the need for a data bank of the best practices currently in operation in vocational training institutions, ministries of Labour, youth institutes and other institutions, both officials as well as belonging to the civil society, in Latin American countries. This is conceived as a request for support for the actors in the field, so they can have a follow-up and a comparative evaluation of the public and private efforts that are under way in various national and local contexts. The focus is on developing different lines of action: information, studies and research, compared systematization of experiences and work methodologies that has contributed to identify the best practices existing in the region, and also to identify the keys to their success in each case. This service now has information on more than eighty programmes that are being run in different countries in the Americas. It has turned out to be particularly useful for those who run youth training and employment schemes because experiences can be fed back into the system and used in the future to make adjustments to and enrich new

programmes. Likewise, it has improved the flow of institutional and programme information and the systematization of experiences and learning generated by the Youth Training and Employment Programmes in Latin America. It is constantly updated with information on new successful experiences that are permanently being identified.

The Centre has started work on ten case studies that describe innovative experiences on youth training and employment. These are being run in the informal urban and rural economy, in some countries in Latin America and the Caribbean. The ten cases studied were selected in accordance with geographic and ethnic criteria. The experiences on the list are as follows: Argentina (Navegar Sur, executed by the SES (Sustainability, Education, Solidarity) Foundation); Brazil (the Professionalization Programme of the Axé Project); Colombia (Youth demobilized, Training for employment, co-implemented by SENA); Cuba (Gaspar Melchor de Jovellanos School, executed by the Office of the Historian of the City of Havana); Ecuador (Entrepreneurial Training School, executed by the Ecuadorian Populorum Progressive Fund); El Salvador (Miguel Magone and Laura Vicuña Programmes, executed at the Don Bosco Industrial Estate); Mexico (Integral Attention Programme for Unemployed Youth - La Comuna, executed by the National Employment and Training Board of the Government of the Federal District); Peru (Labour Training Programme, co-executed by the Ministry of Labour and Employment Promotion); and Uruguay (Youth Labour Training Programme, executed by the Tacurú Movement). Ten specific reports were written about these cases because they were considered innovative in various ways, and the results are being made public in a document summarizing the conclusions of this initiative.

The Centre has continued with its policy of promoting the circulation of information and knowledge on this subject, and a number of titles have been published in Cinterfor/ILO's various series of books. A complete list of these publications is given in a separate box, and they are all available on Cinterfor/ILO's website, on "Youth, Training and Employment". Anyway, the *Manual for the evaluation of impact and its application in youth training and employment programmes*, which was written as an instrument for evaluating the impact of the above-mentioned programmes in the Americas, is also available. It has also been produced, in a joint effort with SKILLS and ACTRAV, a *Trade Union Guide "Youth and Employment"* which consists of three modules. It is designed to help workers' organizations to strengthen youth projects in two ways: on the one hand, by improving young people prospects of employment, and on the other hand, by fostering the participation of youth in their own organizations. The book has been translated from the original Spanish into English and other languages by SKILLS so it

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Publications

- Ibarrola, M. de (Coord.) *Escuela, capacitación y aprendizaje: la formación para el trabajo en una ciudad en transición.* (School, training and apprenticeship: training for work in a transition city) Montevideo: Cinterfor/ILO, 2004. (Tools for change, 27)
- Molpeceres Pastor, M. *Identidades y formación para el trabajo en los márgenes del sistema educativo.* (Identities and training for work in the edges of the education system) Cinterfor/ILO, Montevideo, 2004. (Tools for change, 24)
- Training and Production Centre (CECAP) and “El Abrojo” Socio-labour Programme. *Formación de jóvenes en alternancia: una propuesta pedagógica innovadora.* CINTERFOR, CECAP, EL ABROJO, 2004. (Training features, 29)
- Abdala, E. *Manual para la evaluación de impacto en programas de formación para jóvenes.* (Manual for the evaluation of impact in youth training programmes) Montevideo: Cinterfor/ILO, 2004.
- Abdala, E.; Jacinto, C; Solla, A. (Coord). *La inclusión laboral de los jóvenes: entre la desesperanza y la construcción colectiva.* (Youth labour inclusion: between hopelessness and collective construction) Montevideo: Cinterfor/ILO, 2005. (Training features, 21).
- Ibáñez, S. *Los jóvenes y sus representaciones sociales.* (Young people and their social representations) Montevideo. Cinterfor/ILO. 2005. (Training features). (Being printed)

can be used in other parts of the world. The guide has been tried and tested in Brazil and in Uruguay on the RLA/01/M10/SPA project. The new version of the guide will be published within a few months.

With the financial support of SKILLS a book on the state of the art of training and youth employment will come out in the near future.

Keeping the “Youth, Training and Employment” website updated is a full time job. This is one of the Centre’s main instruments for gathering and disseminating information on this subject, and for operating a network for exchanging information and experiences and for promoting interaction among different actors in the field. Since 2003, an English language version of this site has also been available, and it has more than 12,500 annual subscribers who exchange information and cooperate in this area. The site has the capacity for 4,500 pages, and it receives approximately 900,000 visits per year. Since 2003, Cinterfor/ILO has issued four new thematic information bulletins, and this has given continuity to the subject of youth in Latin America and the Caribbean according to the Labour Panorama, and on decent work and training for young people. Specific spaces

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Participation in events

- National Seminar on Youth Employment and Organization: trade union strategies, São Paulo, RLA/01/M01/SPA Project, 25 - 27 June 2003.
- Youth Summit of America. Panel about labour insertion for young people in the region: challenges and opportunities for this demographic group, Mexico, 4 August 2003.
- National Seminar on Youth Employment and Organization: trade union strategies, RLA/01/M10/SPA CUT, Santiago, 27 - 29 October 2003.
- National Seminar on Youth Employment and Organization: trade union strategies: RLA/01/M10/SPA CUT, Asunción, 30 October - 1 November 2003.
- National Seminar on Basic Rights and International Labour Norms. The rights of young workers. Economic and sociological analysis, Montevideo, 21 November 2003.
- Seminar on strategies of young workers facing the employment problem in Argentina, RLA/01/M10/SPA Project, Córdoba, 4 - 5 December 2003.
- Seminar workshop on Entrepreneurship and University – Training for young entrepreneurs in universities to strengthen links with the productive and technological sector, Kolping Foundation, Montevideo, 1 June 2004.
- First Latin American meeting on the labour inclusion of young people, RedEtis and the SES Foundation, Buenos Aires, 2 - 3 September 2004.
- International Seminar on Youth Employability and Entrepreneurship in the Southern Cone. Young social capital. Contribution to reducing poverty. RED Paraguayan Youth Employment Summit, UNDP, Asunción, 4 - 6 September 2004.
- Second International Educational Technology Congress. Today's youth for tomorrow's society: the power of education and the force of technology, FECOMERCIO, SENAC, SESC and support from Cinterfor, Pernambuco, 14 -17 September 2004.
- Tripartite Meeting on Youth Employment. The Way Forward, SKILLS, Geneva, October 2004.
- Meeting on public policies for young people, Capacitación Solidaria, Sao Paulo, 29 - 30 September 2004.
- Seminar on Young People and Decent Jobs, Caracas, Venezuela, ORIT, 1 - 4 February 2005.
- Course on Young People, Work and Trade Union – three attendance workshops organized by Cinterfor/ILO and supported by the RLA/01/M10/SPA Project, Montevideo, April and May, 2005.
- Seminar on Youth in the Work Society in the framework of the XVI Ordinary Continental Congress, CIOSL/ORIT, Brasilia, 18 – 19 April 2005.
- Regional Seminar on trade union for young people's employment and participation, Cinterfor/ILO, RLA/01/M10/SPA Project, Montevideo, 17 - 19 May 2005.

have also been opened with information about gender, youth in the rural environment, and youth and trade union. At this site there are also systematized reports on experiences and information about all Cinterfor/ILO publications on this subject, statistical data, the relevant legislation, links to related sites, and a forum that enables people who join the system to interact with each other in a network.

The mass of information gathered and the knowledge the Centre has amassed in recent years in the field of youth training and employment has made Cinterfor/ILO into an acknowledged point of reference for the countries in the region and for the ILO itself. Whenever youth training and employment is analyzed the Centre is consulted and asked to make a contribution, to prepare documents, to make presentations at meetings, and to act as an instrument of technical cooperation on the regional level. It works in the framework of the high level Youth Employment Network. At the beginning of 2005, Cinterfor/ILO helped to draw up an ILO report entitled "*Youth employment: ways to accede to decent work*" and this will be presented and analyzed at the 93rd International Labour Conference. Besides this, the Centre has supported all the events on this subject that were held as part of the project called "Trade Union and decent work in the age of globalization in Latin America" (RLA/01/M10/SPA) that was organized in Argentina, Brazil, Chile, Colombia, Paraguay and Uruguay.

Cinterfor/ILO has also been providing technical assistance in this field to countries that have requested it. In recent months the Centre, working jointly with the ILO subregional office for Central America, has been giving technical support to the government of Panama through the Ministry of Labour and the Ministry of Education in that country, to draw up a national youth employment plan. The necessary background information has been gathered, and now a proposal for a national youth employment programme is being drawn up. During this period, the Centre has supported and participated in numerous national and regional events organized by the ILO and different organizations, programmes and projects dealing with the question of youth. The main activities that Cinterfor has supported and guided are listed in a separate box.

Women, informal economy and poverty

In the two year period covered by this Report, the experiences that the FORMUJER and PROIMUJER programmes have been running, with focalized attention on vulnerable population groups and especially on women in poverty, have been strengthened by

the extension of their sphere of action to the most diverse local situations including many areas of activity to support insertion in formal urban employment, in work in associative micro-enterprises or in employment in social and community services. The concept of occupational guidance as a component of the training process involves integrated development with the gender perspective, competencies for employability, participation in citizenship, training for a specific technical area through the Occupational Project methodology, and a changeover from standardized monetary subsidies to compensatory strategies conceived as didactic tools to promote decision-making and the collective resolution of problems. This approach has proved that it is possible to give quality training to socially disadvantaged population sectors. Vocational training institutions have the capacity to replicate this successful methodology on a larger scale. This would involve developing occupational profiles that are coordinated with the local productive sector (and guided by the gender and competencies focuses) so as to create more work opportunities and improve performance and raise productivity in the informal economy. Besides this, gender restrictions could be identified and overcome.

These focuses and instruments were implemented by FORMUJER in 248 courses, and 57 occupational profiles were defined and developed in coordination with actors in the production and social sectors, at the local as well as the sectoral levels. This was spread over 13 different locations in three countries (Argentina, Bolivia and Costa Rica). Some 3,400 people were directly trained, most were women, and more than 70% of them had not previously had any paid activity and had not completed basic primary education. The number of people trained far exceeded the programme's original target, and if indirect effects are taken into account it reached more than 10,000 people through action implemented by other institutions and programmes whose orientation and inputs were the methodologies and tools developed by FORMUJER. And the number of people who have benefited keeps rising because this is an ongoing programme and there is no way to measure the true extent of its impact.

In Uruguay in the past two years PROIMUJER made five calls of offers from training providers, and 66 courses have been run in more than 50 different occupational profiles in the capital city and in almost all the provincial departments of the country. A total of 1,184 people received training in that period, and a similar number received attention during the pilot phase.

An evaluation of the programme's impact was made among the trainees, the business sector that gave them work experience, and among directors and teachers in the vocational training institutions involved. They all agreed that there was a great improve-

ment in the trainees' employability, the main obstacles to access to employment were overcome, and there was a new attitude of seeking and generating opportunities, with the trainees recognizing their strengths and weaknesses with respect to the world of work. Women and men came to see themselves as active players constructing their own occupational careers and their own futures, and the competencies they acquired were of decisive importance for individuals and for groups to generate their own employment.

These methodological contributions, and the experiences that showed them to be workable, have been systematized and made available through national and regional publications and on the "Gender, Training and Employment" website, which provides free access to books, methodological and didactic materials, information about the experiences, evaluations and the lessons learned.

METHODOLOGIES AND TOOLS FOR CATERING TO SOCIALLY DISADVANTAGED POPULATION GROUPS, ESPECIALLY WOMEN

- The Occupational Project (OP): a training methodology for increasing employability and equity – flash presentation with videos of experiences.
- Gender and the informal economy in Latin America. New challenges and possible responses from policies of training for work. Cinterfor/ILO Technical Bulletin No. 155.
- Focalization and improving the employability of the target population. A model of policies to improve employability and gender equity: the FORMUJER Programme, Cinterfor/ILO.
- The Occupational Project. A training methodology to improve employability – manual for guidance and trainers. MTEySS/ FORMUJER Argentina.
- Occupational guidance with women – teachers' manual. Sarazola, S. Cinterfor/ILO/ Casa de la Mujer, Montevideo.
- Handbook for occupational vocational guidance. Integrated vocational-occupational guidance workshops. FORMUJER /INA, San José de Costa Rica.

Thanks to Cinterfor/ILO's work on dissemination and mainstreaming these focuses and new developments, they have been adopted as inputs by the following:

- Argentina: the vocational training component of the National Heads of Households Programme run by the Ministry of Labour; the *Terminalidad Educativa* programme (MTEySS and the Ministry of Education); the *Primer Paso* programme in the Province of Córdoba; the Transitory Employment programme in the Province of La Pampa.

- Bolivia: in national policy, especially in the training component for women in rural areas, and the programme to strengthen technical and technological training.
- Costa Rica: the University Work Programme, and the *Vida Nueva* national programme to combat poverty, implemented by the INA.
- Uruguay: other decentralized JUNAE/DINAE programmes such as PROJOVEN, MEVIR, etc.
- IDB, World Bank and ILO guidelines for policies for the informal economy. Besides this, the ILO also included the Occupational Project methodology in its selection of good practices presented at the Itinerant Knowledge Fair on decent work in the informal economy, which was run by the ILO Department of Integration, and inaugurated in the framework of the last International Labour Conference.

People with disabilities

The Centre has continued to support initiatives to help population groups with special needs to insert into training. It has guided and helped in setting up and running a variety of events including the Brazilian national seminar on the question of deficiency in the world of work (Brasilia, April 2003), for which it also sponsored a speaker. In Uruguay it helped organize four regional meetings in the country departments (provinces), the 17th National Meeting of Adults with Disabilities, and the 10th National Meeting of Young People with Disabilities, organized by the National Plenary of Organizations for the Disabled (PLENADI). The Centre also supported a technical meeting entitled “Ibero-American Year of the Disabled: Results and Prospects” that was organized by the Ministry of Labour and Social Security, the state social security organization (BPS) and PLENADI, and was held in December 2004.

The Centre has also published four books, in English and Spanish, in cooperation with SKILLS and the ILO Regional Office for the Americas. These are: *Placement of job-seekers with disabilities. Elements of an effective service.* and *Assisting disabled persons in finding employment. A practical Guide.*