



International
Labour
Organization

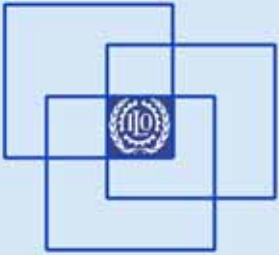
28th APEC HRDWG, LSPN Meeting

Improving Training and Employment Opportunities for Youth



Urmila Sarkar

24 May 2006, Vietnam



- ❖ **Over 1 billion people today are young (between 15 and 24 years of age)**
- ❖ **Youth comprise about 18 per cent of the world's population**
- ❖ **Those below 15 years account for another 30 per cent**
- ❖ **85 per cent of youth live in developing countries**
- ❖ **Around 60 per cent of young people, or over 650 million, live in Asia alone**
- ❖ **Africa is the youngest continent; almost two-thirds of population in Sub-Saharan Africa below 25 years**

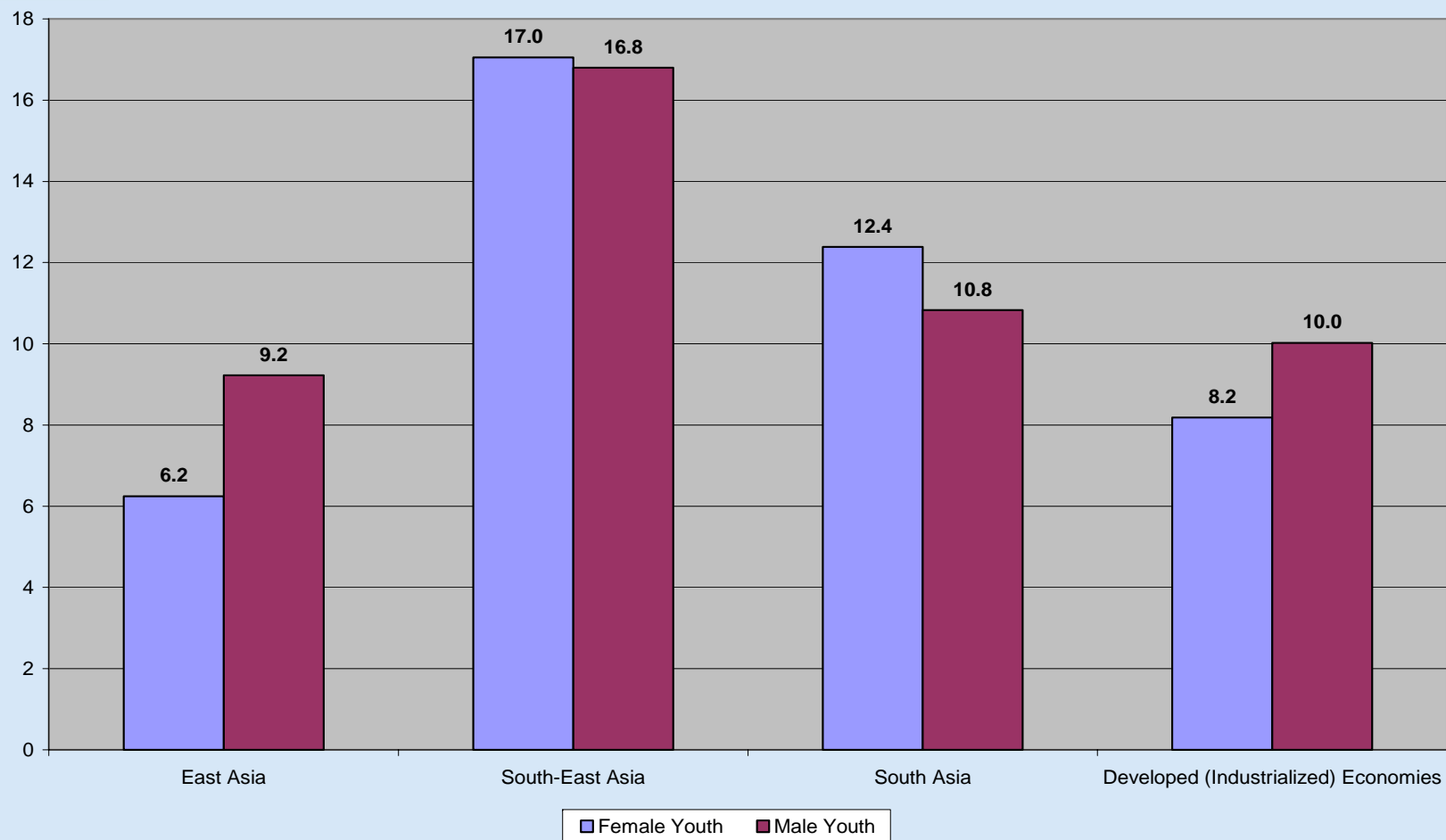


The Youth Employment Challenge

- ❖ **88 million youth unemployed in 2003, 47 per cent of global total of 186 million unemployed**
- ❖ **World youth unemployment rate 14.4 per cent, over twice as high as world unemployment rate of 6.2 per cent**
- ❖ **Female youth unemployment rates higher than male youth rates in many developing countries**
- ❖ **Unemployment among educated youth is particularly high**
- ❖ **Significant numbers of young workers underemployed, unproductive, working poor or discouraged**
- ❖ **Overlaps with child labour including in its worst forms, 52 million 15-17 year olds in hazardous work**



Youth unemployment rate by sex, 2005 (%)





Youth unemployment indicators in selected Asian countries

Table 9: Youth unemployment indicators in selected Asian countries

	Youth unemployment rate (%)	Ratio of youth to adult unemployment rates	Share of youth unemployed to total unemployed (%)
Australia (2003)	11.6	2.6	37.8
Bangladesh (2000)	10.7	11.9	79.4
Japan (2003)	10.1	2.1	19.5
Korea, Rep. of (2003)	9.6	3.6	27.5
New Zealand (2003)	10.2	2.9	39.0
Indonesia (2004)	29.6	2.8	n.a.
Pakistan (2002)	13.4	2.4	51.1
Philippines (2003)	26.3	3.5	52.5
Singapore (2003)	7.8	1.5	16.8
Sri Lanka (2003)	27.2	6.3	62.3
Thailand (2004)	4.5	4.8	48.2
Cambodia (2001)	n.a.	n.a.	59.6
Viet Nam (2004)	4.6	3.2	46.2

n.a. = not available.

Source: ILO, *Key Indicators of the Labour Market* (4th edition) (Geneva, ILO, 2005) (forthcoming), except Indonesia – Labour Force Survey 2004.



Lindel Caine



Tom Kelly



Mari Lama



UNICEF

Worst Forms of Child Labour



Tom Kelly



UNICEF



Lindel Caine

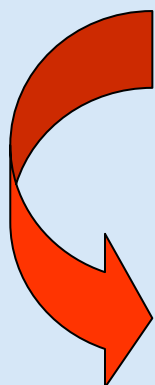


Tom Kelly



APEC and ILO cooperation

Using Basic Education and Skills Development to Combat the Worst Forms of Child Labour



**Indonesia
Mexico
Peru
Philippines
Thailand
Vietnam**





Youth Employment Challenge: Particularities

Problems

- **Mismatch between education/training and labour market demand**
- **Mismatch between youth aspiration and work and life realities**
- **Many youth are unprepared for labour market entry**
- **Institutional barriers: employment protection regulations**
- **Limited assistance in job search and limited access of young self-employed to credit and networks**
- **Lack of organization and voice**

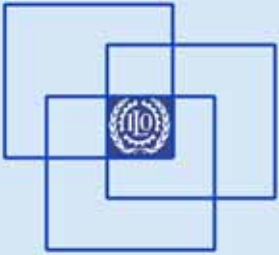
Outcomes

- **Lengthier job search by youth than adults**
- **Insecurity in employment: last-in, first-out problem**
- **Temporary and part-time work as safety net or cheap labour**
- **Waste of talent, and source of social and political unrest**



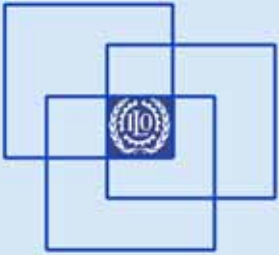
Why does youth employment matter?

- ❖ **Forgone output**
- ❖ **Increased poverty**
- ❖ **Increased vulnerability, social exclusion**



The International Response

- ❖ **Millennium Declaration in 2000:** “to develop and implement strategies that give young people everywhere a real chance to find decent and productive work” (para. 20)
- ❖ **Youth Employment Network (YEN):** led by the Heads of the UN, ILO and World Bank
- ❖ **YEN High Level Panel Recommendations:**
 - ❖ Youth as an asset, partners in development ;
 - ❖ National reviews and action plans; “lead countries” to take initiative; integrated concept of employment policy;
 - ❖ ILO to prepare global review and evaluation of action plans.



The International Response: YEN High-Level Panel Recommendations: 4 “Es”

- ❖ **Employability:** invest in education and vocational training for young people and improve the impact of those investments
- ❖ **Equal opportunities:** give young women the same opportunities as young men
- ❖ **Entrepreneurship:** make it easier to start and run enterprises to provide more and better jobs for young women and men
- ❖ **Employment creation:** place employment creation at the center of macroeconomic policy

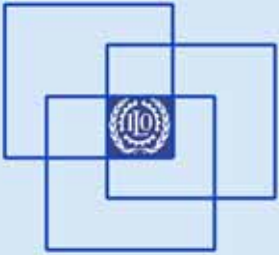


❖ Rights at Work

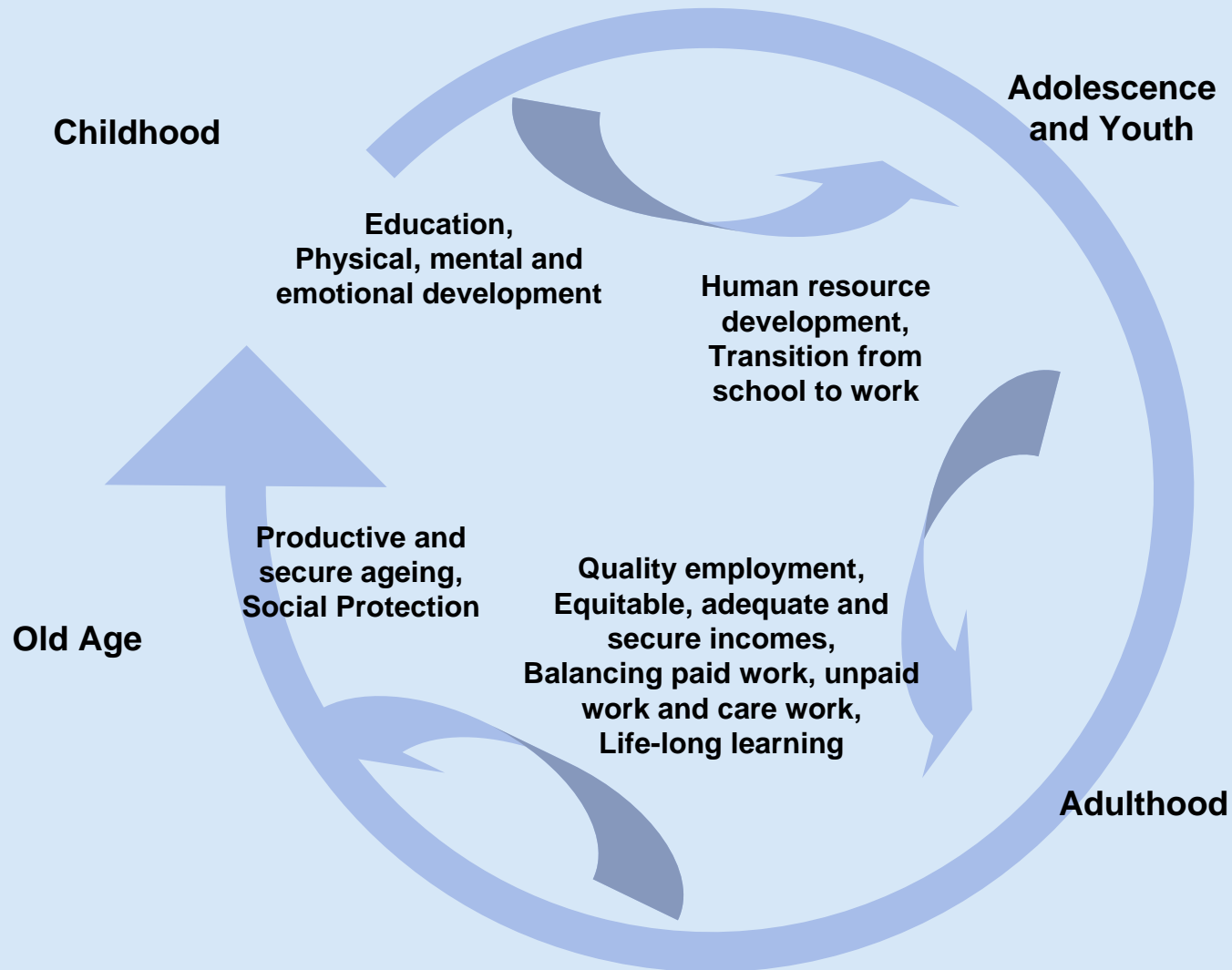
- **ILO Conventions and Recommendations referring to fundamental principles and rights at work in general and the employment and protection of young people in particular**

❖ Productive Employment

- **Promotion of freely chosen, productive employment for young people simultaneously with fundamental rights at work, adequate income from work and security of social protection**



Decent Work over the Lifecycle





Understanding youth employment

- **Time-related underemployment**
- **Inadequate employment**
- **Informal economy employment**
- **Temporary work and flexibly employment**
- **Part-time employment**
- **Wages**
- **Discouraged workers and vulnerability rates**
- **Employment by sector**
- **Duration of unemployment**
- **Status in employment**
- **Job satisfaction**



What can be done?

- ✓ **Pro-employment and pro-youth growth approach and the school to work transition**
- ✓ **Decent and productive employment at the heart of economic and social policies**
- ✓ **Enforcement of legislation that continues job creation for young people and where they can enjoy their rights at work**
- ✓ **Devise combination of policies and programmes that can best respond to youth in vulnerable situations covering education, employment services, wage and self-employment, working conditions, etc.**
- ✓ **Close coordination between all relevant government departments and institutions. Links with the private sector and workers' organizations**
- ✓ **Promote gender equality**
- ✓ **Re-orient labour demand away from children and towards youth and remove hazards of work for 15 – 17 year olds**
- ✓ **Leadership by the young people themselves**



Education and training for young people

Revamp education and training systems to improve:

- ❖ **Access, flexibility and coverage (formal and non-formal)**
- ❖ **Relevance and flexibility of curricula to labour market needs**
- ❖ **Awareness on workers' rights, OSH**
- ❖ **Integration of both occupational and core work skills**
- ❖ **Portable qualification systems**
- ❖ **Links between education, training and work experience**
- ❖ **Relevant career guidance and counselling services**
- ❖ **Lifelong learning**



Selected examples

- **YEN lead countries Indonesia, Iran and Sri Lanka**
- **Country studies conducted in Australia; Hong Kong, China; Indonesia; Japan; Papua New Guinea; Sri Lanka; Thailand; Vietnam; and subsequent regional tripartite regional meeting and publication**
- **School to Work Transition Survey**
- **Start Your Business programme and other materials adopted for use by vocational secondary schools; “A Guide for Youth Seeking Work” and Mentors Guide for parents, teachers and other supporting adults (Indonesia, Sri Lanka, Vietnam)**
- **Youth employment one of the core themes for the Asian Regional Meeting in August**



Possible discussion questions

- ❖ **What is the youth labour market profile in your member economies? For those member economies faced with the youth employment challenge, what is the nature of the problem?**
- ❖ **How can improved training and employment opportunities for 15 – 17 year olds address the worst forms of child labour?**
- ❖ **Is the policy environment in your member economies conducive to promoting training and employment opportunities for young people?**



Possible discussion questions

- ❖ **What is your assessment of the training and apprenticeship opportunities for young people?**
- ❖ **What might be done to respond to the youth employment challenge in your member economies and by APEC as well as other international organizations?**
- ❖ **Any more?**



THANK YOU

