

Promoting Youth Rights at Work: lesson learned from Indonesia and Jordan

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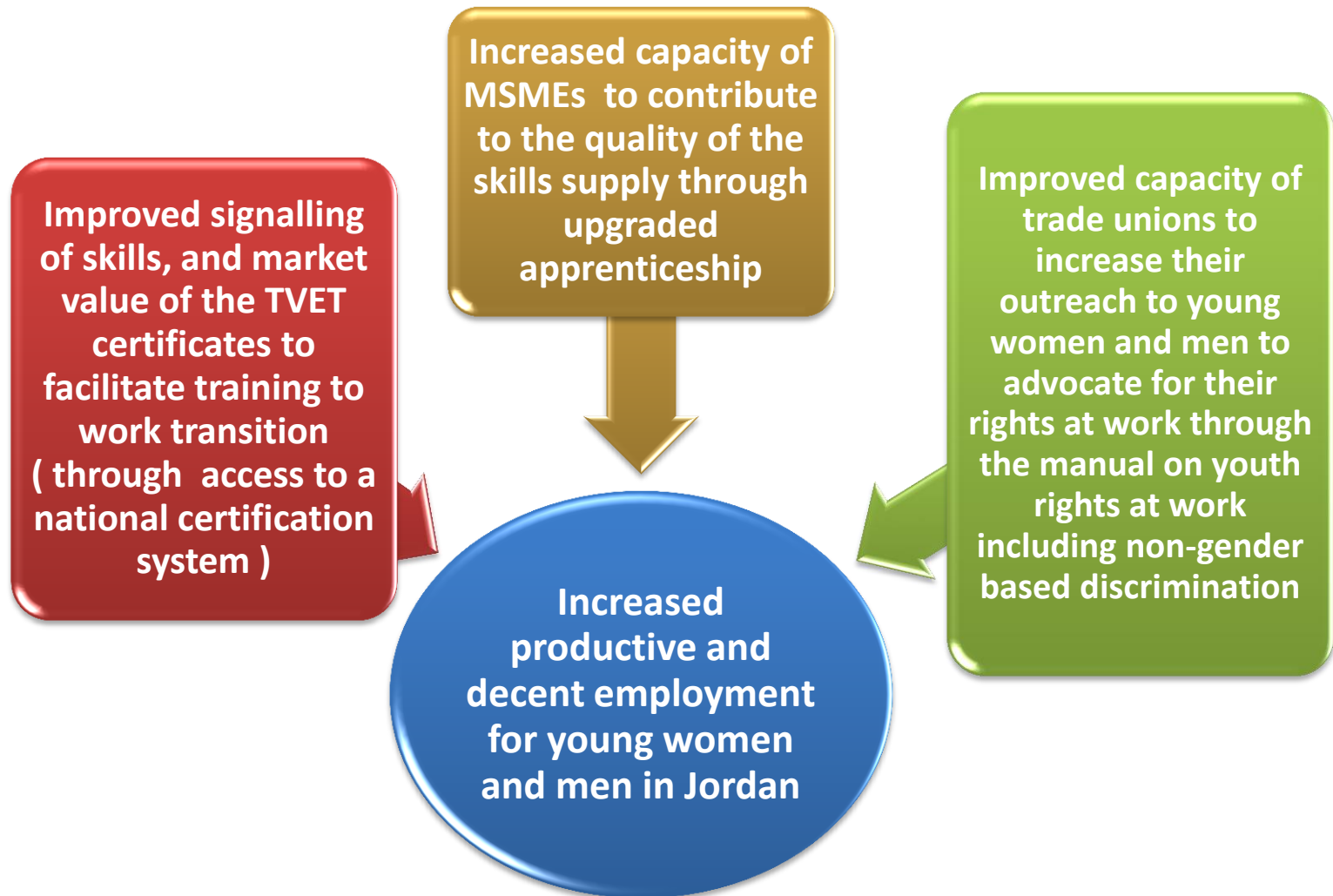
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ILO Decent Work Country Program (DWCP) in Jordan

ILO has launched the DWCP for Jordan (2012-2015), which was signed by MOL and social partners. A DWCP tripartite committee was established and a coordination mechanism between MOL, social partners and ILO was established



“Tripartite Action for Youth Employment in Jordan” project



Youth rights at work in Jordan

- Youth makes around 21.5 % of the total population.
- Third the population of young people suffer from unemployment
- 80% of young Jordanian workers in the labor market are the holders of high school certificates or less
- 44% of young workers earn salaries ranging between 200-299 dinars, which is considered to be a low wage, and 24% of them earn 100-200 dinars
- The mechanics of the negotiation and the freedom of collective bargaining suffer problems in Jordan.
- Occupational Health and Safety is very weak, where there are 20 thousand job injuries registered in Jordan

Youth rights at work in Jordan-Contd

- People with disabilities : around 5% are employed for humanitarian reasons and not to utilize their real capabilities.
- Women constitute up to 62% of university students, while women's participation rate in the Jordanian labor market is around 14 % and is one of the lowest in the world. (lack of decent jobs, lack of means of transportation, lack of nurseries in Each institution , law salaries , etc)
- As for the category of children (below 18 years), also suffering from child labor.
- The majority of workers in Jordan union organizations are from the private-sector workers, public sector workers are barred from union organization.
- Young workers do not care about unions, they care about having jobs that provide them with decent living standards.

Youth Rights at Work in Indonesia

- Large size informal economy with labour abuses and limited penetration of the trade unions;
- Low participation of young women and men in trade unions movement;
- Disconnect between confederations and grass root activists; four labor unions and coordination among them was weak or even non-existent
- Specific issues – e.g.: workers recruited through agency are shifted to other recruitment company and lose their accumulated entitlements.

Manual on YR@W

- Develop a manual on the rights of young people at work, for both trainers and trainees, and includes the need to develop a set of knowledge and ideas in the hands of young people at work to help them adapt to the business environment surrounding that engage them to know their rights and duties which will result in balanced work relationships that affect the stability of the work environment and increase job stability.
- Improving negotiating skills is very important as, so it leads young people working, to use the dialogue processes with their employers to improve the terms and conditions of their work.
- The manual of youth rights at work itself is a tool and not a goal

Manual Objectives

General Objectives:

Empower youth in Jordan on their rights, defend and promote positive attitudes towards their duties and responsibilities for the community.

Objectives

1. Spread awareness of laws and regulations relating to the labour market among Youth workers in Jordan.
2. Spread awareness on trade unions and promote the participation of young people to establish or join organizations and trade unions.
3. Spread awareness on international labour standards, especially the fundamental principles and rights at work.
4. Spread awareness on concepts of decent work and occupational health and safety in the workplace.
5. Promote the skills of young people on collective bargaining and social dialogue to resolve labour disputes and improve the working environment.

Target Group

1. Youth in the age group (15-24 years old), who are involved in the labour market or who are about to enter it.
2. Labour activists and members of trade unions.
3. Activists in civil society organizations working on human rights among young people.
4. Young workers who want to establish their labour organizations.
5. Providers of education and vocational training.

Methodology

- Participatory and interactive approach
- Review of the literatures, previous studies and reports.
- Review the training manuals available on YR@W (Indonesia and Serbia)
- Review regional and global experience conducted on youth and trade union action.
- Review of national strategies ,legislation and national laws and international agreements,
- Regular meetings with project Steering Committee and the editing board
- Feedback from the training workshops about youth rights at work.
- Feedback from a four-day's training with (60) youngster on the draft of the training manual.
- Feedback from the training of (25) trainers for 5 days which will be trained on the Manual, its contents and applications.

Training Methods

- Brainstorming
- Case studies
- Group works
- Role Play
- Story
- Game and competition

Process

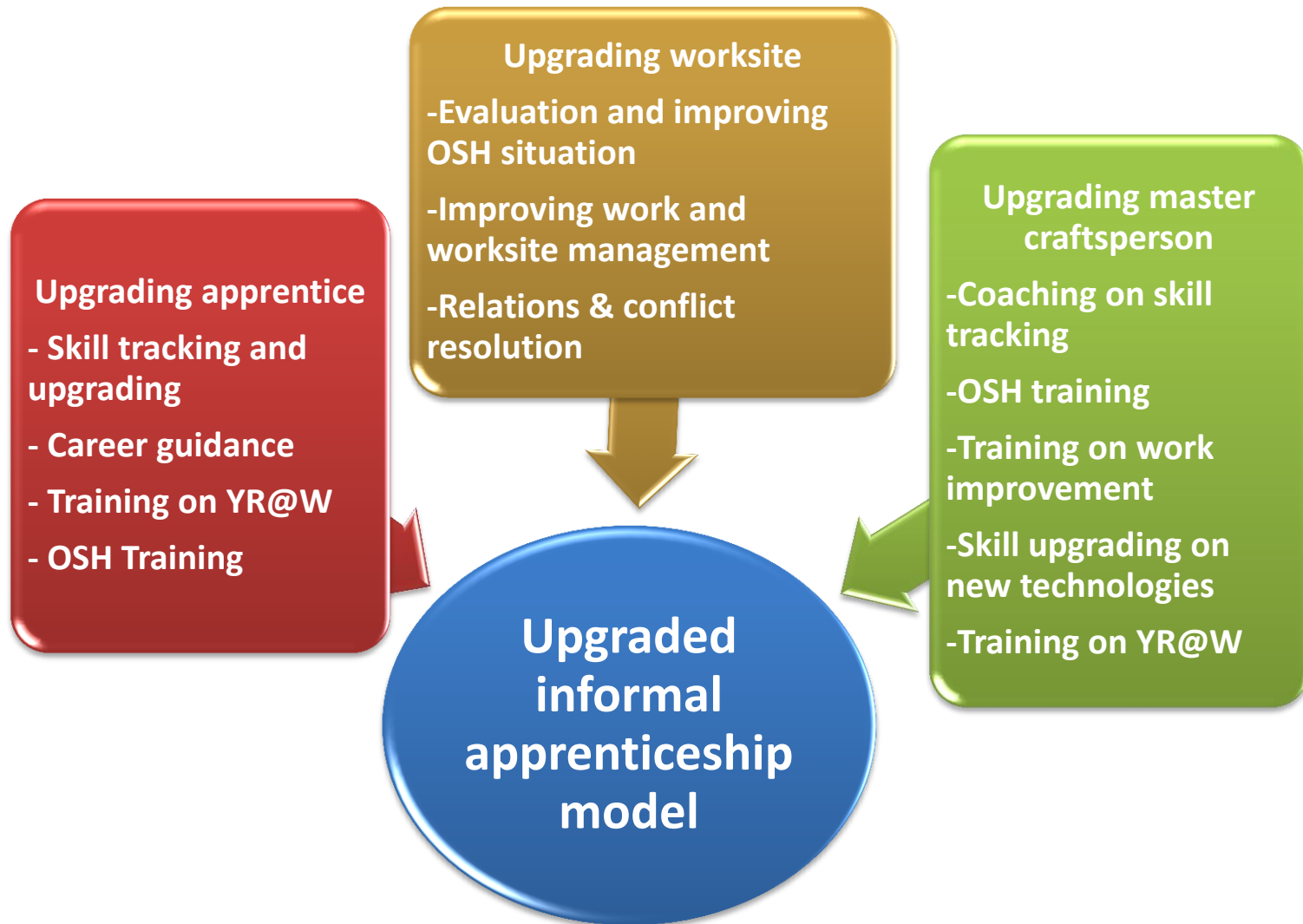


Country	Modules	Content/Topics	Structure /Format
Serbia	<ul style="list-style-type: none"> <input type="checkbox"/> Basics <input type="checkbox"/> Contracts & Social Security <input type="checkbox"/> OSH <input type="checkbox"/> Exercising rights at work 	Labour market situations FPR DW Contracts Social protection Hours of work OSH rights & Responsibilities OSH risks Manage disputes	Facilitator Guide Five Sessions (Modules) Learning objectives Introduction Explanation of activities Toolkit Activities
Indonesia	<ul style="list-style-type: none"> <input type="checkbox"/> Rights & Entitlements <input type="checkbox"/> OSH <input type="checkbox"/> Defend rights 	LS Working time & leave Wages Social protection OSH rights & Responsibilities OSH risks Collective bargaining	Three learning outcomes (Modules) Sub-outcomes & Assessment criteria Introduction Activity: Goal, time, equipment, References
Jordan	<ul style="list-style-type: none"> <input type="checkbox"/> Labour Rights <input type="checkbox"/> Decent Work <input type="checkbox"/> Contracts and Social Protection <input type="checkbox"/> OSH <input type="checkbox"/> Defending youth rights at work 	Collective bargaining CL Discrimination Compulsory work Concept of DW Jordan labour market Contracts Working hours & wages OSH rights & Responsibilities OSH risks Resolve disputes	Five Themes (Modules) Introduction Sub-themes Session & activities: training outcomes, training methods, tools, time, references

Informal Economy

- All economic activities by workers and economic units that are, in law or in practice, not covered or insufficiently covered by formal arrangement
- Most of the enterprises are small enterprises (1-5 workers) (i.e 99.9% in Auto Repair sector)
- Most of decent work and labour right dimensions need to be promoted and enhanced
- The informal sector workers are exposed to very large work injuries where the health and safety methods are very weak.
- Workers in the informal sector (44 % of total workers), do not enjoy any form of rights. In the provisional law there has been an evolution of the Social Security Act but face problem in implementation

Promoting YR@W in informal economy



Impact – Indonesia



Bringing competing organizations together

Used for recruitment of new members

Has not led to improved participation at government level

Process allowed for prioritizing of important issues

Mainstreaming of YR@W in training programmes allow TUs to start discussions on their contributions

Impact-Jordan

- Provision a tool for trade unions for outreach youth and promoting youth rights at work
- Awareness and knowledge on YR@W among youth workers
- Training youth on labor rights particularly in informal economy
- Training of trainers on YR@W from trade unions, CSOs, youth organization, PWDs

Future look & lesson learnt- Jordan

- Creation a pool of trainers on promoting YR@W that could be used by trade union for disseminating and awareness youth on their rights & responsibilities
- Adaptation the manual by TVET providers to be included in the curricula of the trainee at the last period of training
- Using the manual as a main tool for promoting YR@W in apprenticeship programs particularly the informal apprenticeship
- Launch an initiative in young people's rights, in which the manual be part of
- Formation of a committee to follow up on the manual by various official bodies of trade unions and concerned ministries and organizations

Future look-Contd

- Participation/involvement all trade unions
- Manual adaptation to PWDs (i.e handicap)
- Implementation of worker training in the workplace
- Adding links on the website to assess the manual.

THANK YOU.