Improving decent work opportunities for youth through knowledge and action
• The youth employment context
• W4Y and its intervention logic
• Main project’s outputs:
  o School-to-work Transition Surveys
  o Global databases
  o Reports and publications
• New developments
Outline

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The youth employment context

**Youth unemployment and underemployment**
- Decline in global rates between 2002-07 interrupted by the crisis in 2008. At **12.7%**, the global rate in 2012 is **1 pc point higher** than in 2007.
- Youth are globally **2.7 times** more likely than adults to be found unemployed.
- Youth **part-time employment** growing faster than adult’s.
- Young people are more likely to work as **temporary employees**, especially in developed economies.
- In developing economies, youth tend to be overrepresented in **unpaid family work**.
- Risk of **low-wage employment** substantially higher for youth, irrespective of economic development level.

**Youth participation into the labour force**
- Adverse conditions lead youth to give up job search: **6.4 million** young people have opted out of the labour market due to the crisis. Some go back to education, but others join the NEET group.
Constituents at the 101° International Labour Conference of the ILO in 2012 have asked the Office to support global action to address the youth employment crisis and they have emphasized that:

- There is no one-size-fits-all: policy responses need to be context-specific and be designed around deep knowledge of:
  - A country’s youth employment challenges
  - Existing policies and programmes addressing youth employment directly or indirectly

- The ILO should collect, analyse and disseminate data on labour market trends, including on the school-to-work transition

- The ILO should collect information on and analyse country policies and programmes, and disseminate findings through global databases and other means

- The ILO should continue to assist member States in assigning priority to youth employment through the development and implementation of national policy frameworks and employment policy, as well as national action plans

The Work4Youth project addresses these requests
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### Project’s basic facts

<table>
<thead>
<tr>
<th><strong>Name</strong></th>
<th>Improving decent work opportunities for youth through knowledge and action</th>
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<tbody>
<tr>
<td><strong>Donor</strong></td>
<td>The Mastercard Foundation</td>
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<tr>
<td><strong>Duration</strong></td>
<td>Five years (2011 – 2016)</td>
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<td><strong>Budget</strong></td>
<td>14.7 million USD</td>
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| **Beneficiaries** | 300 million policy makers, practitioners, research institutions, media organizations and the public at large, through dissemination of information on youth employment challenges;  
Leaders and policy makers through 10 global and regional forums on decent work for youth;  
National labour market institutions in 28 countries through improved knowledge on youth labour market transitions and capacity building in the area of labour market information analysis;  
120,000 youth involved in school-to-work transition surveys (SWTS) in 28 countries. |
#### W4Y and its intervention logic

### Project’s basic facts

#### Expected outputs

- **School-to-work transition surveys (SWTS):**
  - 2 rounds conducted in 28 countries;

- **Global databases:**
  - A database with data and indicators of the surveys;
  - A database on youth employment policies;

- **Publications:**
  - 10 regional reports synthesizing regional transition trends for youth;
  - 2 Global Employment Trends for Youth
  - 5 thematic global reports;
  - A report on MDG and decent work for youth
The project strategy is built into the **ILO model for country-level intervention** on youth employment: data collection and the establishment of a knowledge base are the foundations to technical assistance.

**Step 1:** Data collection on the nature and dimensions of the youth employment challenge, and analysis of the labour market effectiveness and bottlenecks to absorb youth.

**Step 2:** Review of effectiveness of country policies and programmes on youth employment, including national and local capacity to deal with youth employment issues.

**Step 3:** Identification of youth employment problems based on findings from the first two steps.

**Step 4:** Technical assistance in formulating and implementing national youth employment policies, strategies and action plans.

**Step 5:** Support throughout the implementation of initiatives designed under Step 4.

**Work4Youth:** The project provides this foundation.
W4Y and its intervention logic

**Main outcome:** Improved youth employment policies and programmes through better knowledge of the characteristics and determinants of the youth employment challenge at national, regional and global levels

**Steps 2 to 5**
(ILO and the Youth Employment Programme)

**Step 1 (W4Y project):**
- Survey findings made available at the national level and discussed in national workshops together with follow-up
- **School-to-work transition** survey roll-out, data analysis, production of indicators and country reports
- Data collection on youth employment policy measures across the globe
- Survey data and analyses made available to the wider public through a global database of indicators
- Data and analyses made available to the wider public through research publications and reports
- Information made available to the wider public through a global database of youth employment policies

Data and analyses made available to the wider public through research publications and reports

Information made available to the wider public through a global database of youth employment policies

Data collection on youth employment policy measures across the globe
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Main project’s outputs:

School-to-work Transition Surveys

The ILO defines the school-to-work transition as:

‘The passage of a young person from the end of schooling to the first stable and/or satisfactory employment’

Policymakers are at a loss when it comes to defining the exact nature of disadvantages facing young people: Why? Who? Where? How? And What?

Labour market data collection is often weak in the region and does not allow the generation of meaningful indicators of the specific barriers that young people face.

SWTS collect in-depth information concerning the LM situation of young men and women and quantify the relative ease or difficulty of LM entry of young people as they exit school
Main project’s outputs:

School-to-work Transition Surveys

- W4Y implements SWTTSs in the following **target countries**:

<table>
<thead>
<tr>
<th>Asia and the Pacific</th>
<th>CIS</th>
<th>Latin America and the Caribbean</th>
<th>Middle East and North Africa</th>
<th>Sub-Saharan Africa</th>
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<tbody>
<tr>
<td>Bangladesh</td>
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<td>Brazil</td>
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<td>Benin</td>
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<td>Moldova, Republic of Russian Federation</td>
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<td>Zambia</td>
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Main project’s outputs:

School-to-work Transition Surveys

Through its work on the surveys, W4Y aims at the following objectives:

- **More and better Labour Market Information on youth labour markets**

- **Linking LMI and policy making to better manage transitions**
  - This is in line with the ILO’s Youth Employment Programme intervention model

- **Enhance capacities of national statistical institutions and Ministries**
  - National institutions work with the project team in the rollout of the first round of survey, but will take the lead in implementing the second round.

- **Identifying what works and attempting transferability between countries**

- **Strengthen ILO research agenda on youth employment**
  - As requested by ILO constituents at the International Labour Conference
Based on the definition, the ILO measures the transition on the basis of 1. Stability and 2. Satisfaction.

Given these two parameters, three possible stages can be identified:

1. TRANSITION COMPLETED
   A young person currently employed in:
   • a stable and satisfactory job;
   • a stable but non-satisfactory job;
   • a satisfactory but temporary job;
   or
   • in satisfactory self-employment.

2. IN TRANSITION
   A young person is one of the following:
   • currently unemployed;
   • currently employed (wage & salaried worker) with no contract;
   • currently employed in a temporary or non-satisfactory job;
   • currently self-employed and unsatisfied; or
   • currently inactive and not in school, with an aim to look for work later.

3. TRANSITION NOT YET STARTED
   A young person who is either of the following:
   • Still in school (and inactive); or
   • currently inactive and not in school, with no intention of looking for work.
Main project’s outputs:
School-to-work Transition Surveys

Stages of transition cut across the boundaries of economic activities

- Employed
  - Stable & satisfactory
  - Temporary & satisfactory
  - Satisfactory self-employment
- Non-satisfactory self-employment
- Strict unemployed (without work, actively seeking and available for work)
- Non-students with no plans to work in future
- Non-students with no plans to work in future (not actively seeking work)

Transition completed
In transition
Transition not yet started
Main project’s outputs:

School-to-work Transition Surveys

Examples of new indicators:

- **General**
  - Share of over-qualified or under-qualified young workers in total youth employment
  - Discouraged youth by time use and by financial resources
  - Youth perceptions of educational usefulness

- **On stages of transition:**
  - Distribution of youth population by stage of transition
  - Stage of transition by educational level
  - Stage of transition by household average monthly income
  - Average length of transition for transited youth
  - Average current length of transition for youth still in transition

- **On the path of transition:**
  - Average number of intermediary activities within the path of transition
  - Average number and length of temporary employment spells within the path of transition
  - Average number of spells of self-employment within the path of transition
  - Share of direct transitions among the transited group
  - Transition paths of drop-outs (or former child labourers or other special interest group)
Main project’s outputs:

School-to-work Transition Surveys

- **A - PREPARATORY WORK**
  - Revise/translate questionnaire
  - Design and select sample
  - Develop estimation procedures
  - Develop manual for fieldwork

- **B - PILOT SWTS**
  - Train pilot enumerators
  - Prepare draft tabulation plans
  - Train pilot coordinators/supervisors
  - Complete enumeration for pilot

- **C - SURVEY IMPLEMENTATION**
  - Revise questionnaire, field work manuals and tabulation plans
  - Finalize data collection logistics
  - Train enumerators
  - Field enumeration
  - Train on manual editing/coding
  - Complete manual editing/coding
  - Enter and clean data
  - Tabulate and revise data
  - Discuss preliminary findings

- **D - SWTS REPORTS**
  - Prepare draft report
  - Revise and finalize report
  - Translate into national language
  - Edit and print
  - Organize and hold official launch

- **E - CLOSURE**
  - Prepare datasets to share with ILO
  - Submit financial statements to ILO

- **month 1**
- **month 2**
- **month 3**
- **month 4**
- **month 5**
- **month 6**
- **month 7**
- **month 8**

• The implementation of survey field work is the results of joint work with Field Offices to align W4Y activities with national strategies for support in area of youth employment and LMI

• The survey implementation strategy is developed together with the National Statistics Office
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Global databases

**YouthSTATS**

- Almost every country in the world has run at least one labour force survey over the last decade
- Yet, there was no organized effort to compute youth employment indicators based on the available data
- YouthSTATS has brought to light unseen statistics from an inventory of **over 150 household-based surveys run in over 70 countries**
- YouthSTATS is the result of a partnership between W4Y and Understanding Children’s work (UCW, supported by the World Bank Development Grant Facility)

[www.youthstatistics.org](http://www.youthstatistics.org)

**YouthPOL**

- Access to information on global youth employment policy measures is vital for policy makers seeking to promote decent work for youth
- Until now, this information has not been compiled, nor made publicly available. YouthPOL comes in to fill this need.
- The database collects and analyses policy measures designed specifically for youth and those for the wider labour market
- YouthPOL is a **work in progress**, and not yet open to the public. Currently there are **data available from 25 countries, with the goal of expanding to 60**.

**Website coming soon!**

**Good Practices**

- In addition, a repository of good practices for youth employment programmes is also being developed
- **Good Practices** has been developed to promote the dissemination of good practices around the world and develop a **global evaluation system** assessing the practices on youth employment.

[http://youthpractices.ucol.mx](http://youthpractices.ucol.mx)
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Main project’s outputs:

Reports and publications

Year 1
- 28 SWTS reports, round 1
- 5 Regional reports, round 1
- 1 Global Employment Trends for Youth, round 1
- 1 report on MDG and decent work for youth
- Surveys, round 1

Year 2
- 28 SWTS reports, round 2
- 5 Regional reports, round 2
- Surveys, round 2

Year 3
- 1 Global Employment Trends for Youth, round 2

Year 4
- 5 Thematic reports on key transition issues

Year 5
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