

# THE YOUTH EMPLOYMENT CRISIS TIME FOR ACTION

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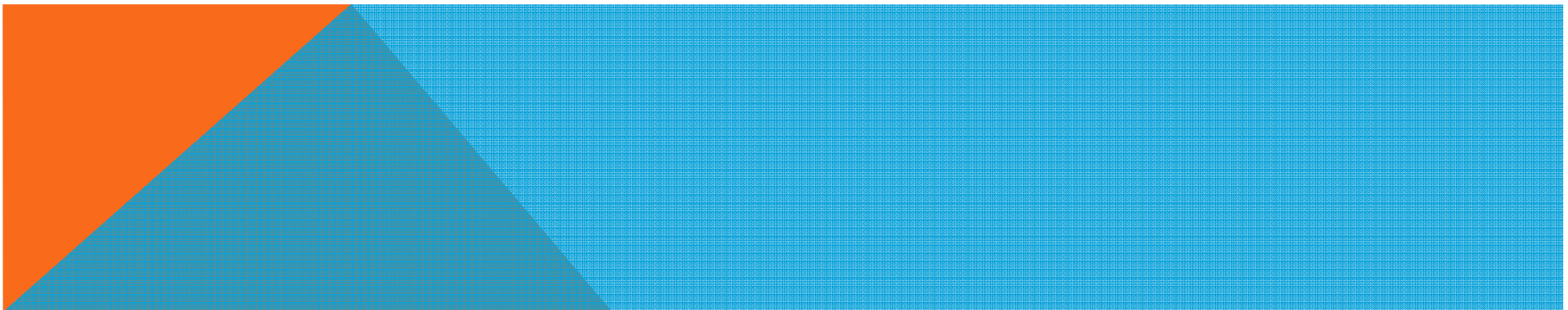


# AN UNPRECEDENTED YOUTH EMPLOYMENT CRISIS...

## In 2012...

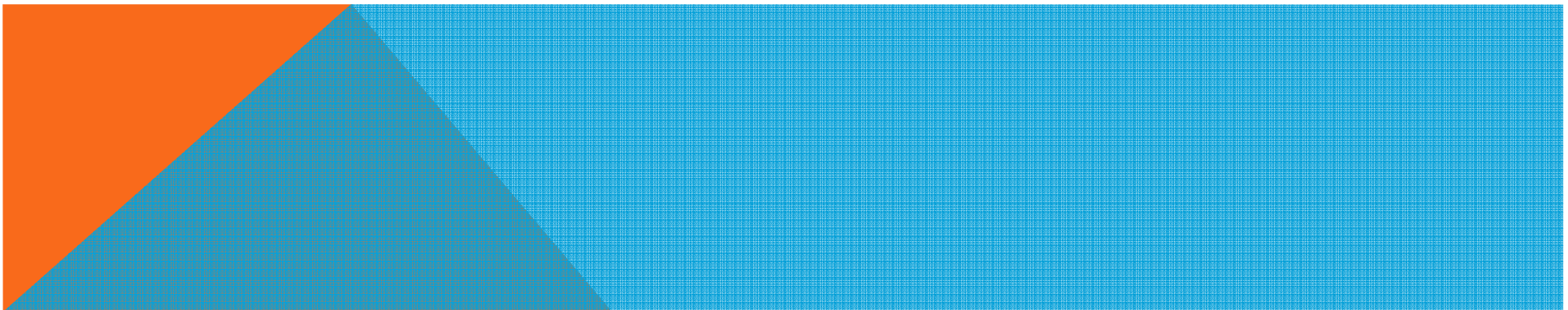
- 75 million young people are unemployed worldwide
- Globally young people are on average nearly three times more likely than adults to be unemployed
- Four out of every ten unemployed worldwide is a young women or man

*but...*



# ....UNEMPLOYMENT IS ONLY THE TIP OF THE ICEBERG

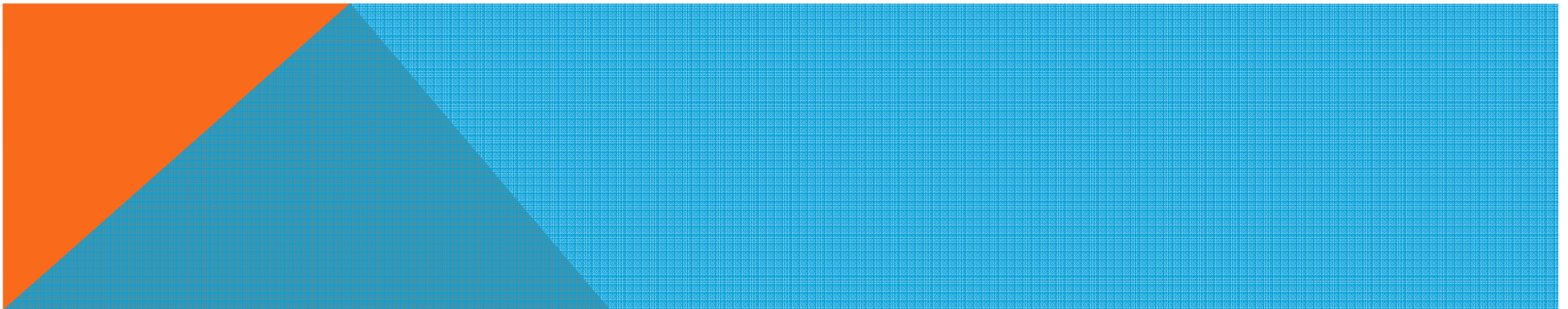
- Inequalities, insecurity and vulnerability are rising
- Quality of jobs available for youth is declining
- Underemployment and poverty for youth is on the rise
- Young workers are disproportionately represented in low-paid work
- Young workers disproportionately concentrated in the informal economy
- Temporary employment and lack of permanent employment for youth is rising
- More insecure and slower transition from school to work
- Discouragement and detachment from the labour market



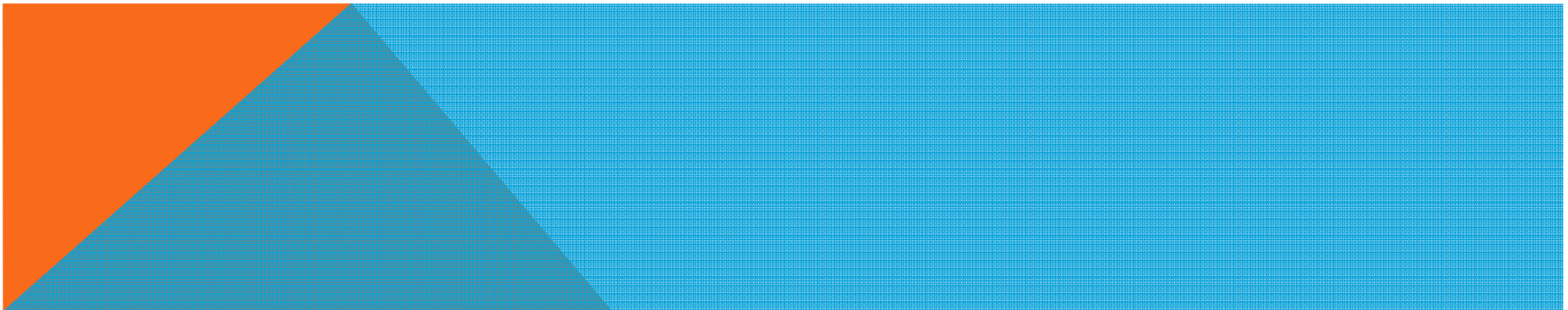
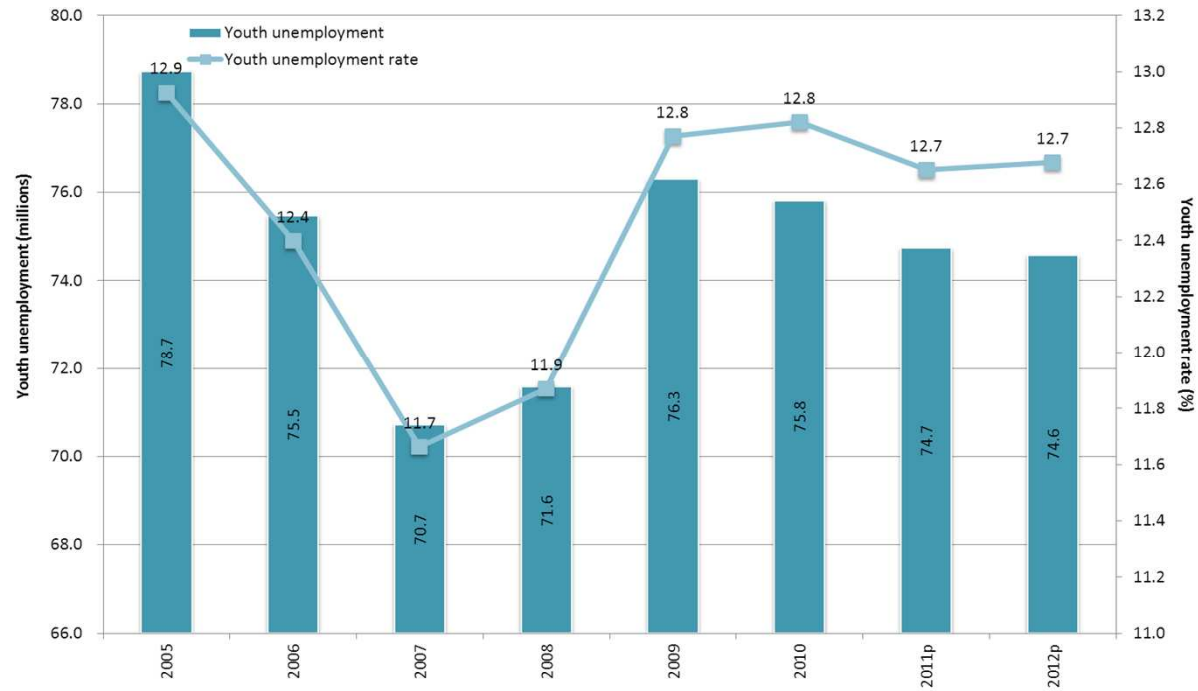
# YOUTH ARE NOT EQUALLY AFFECTED...

...Some are more disadvantaged than others in the labour market, depending on:

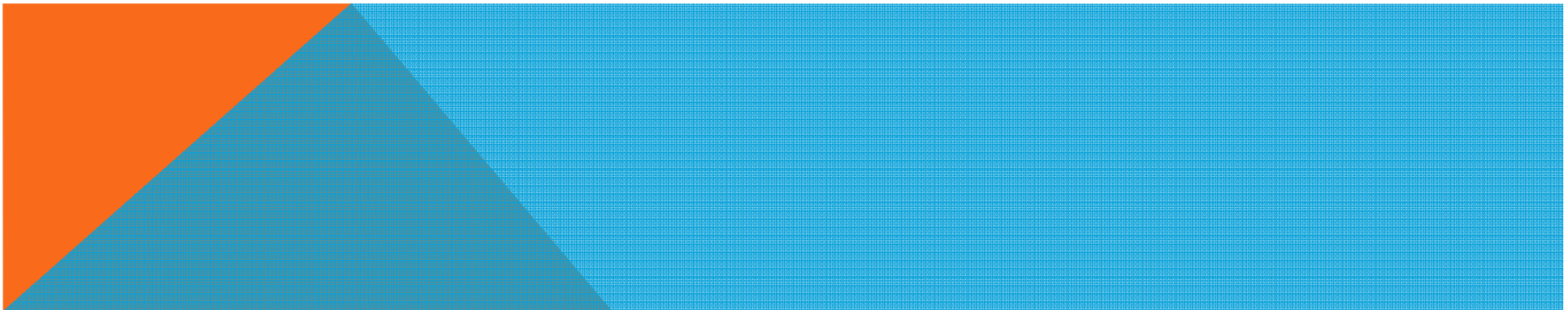
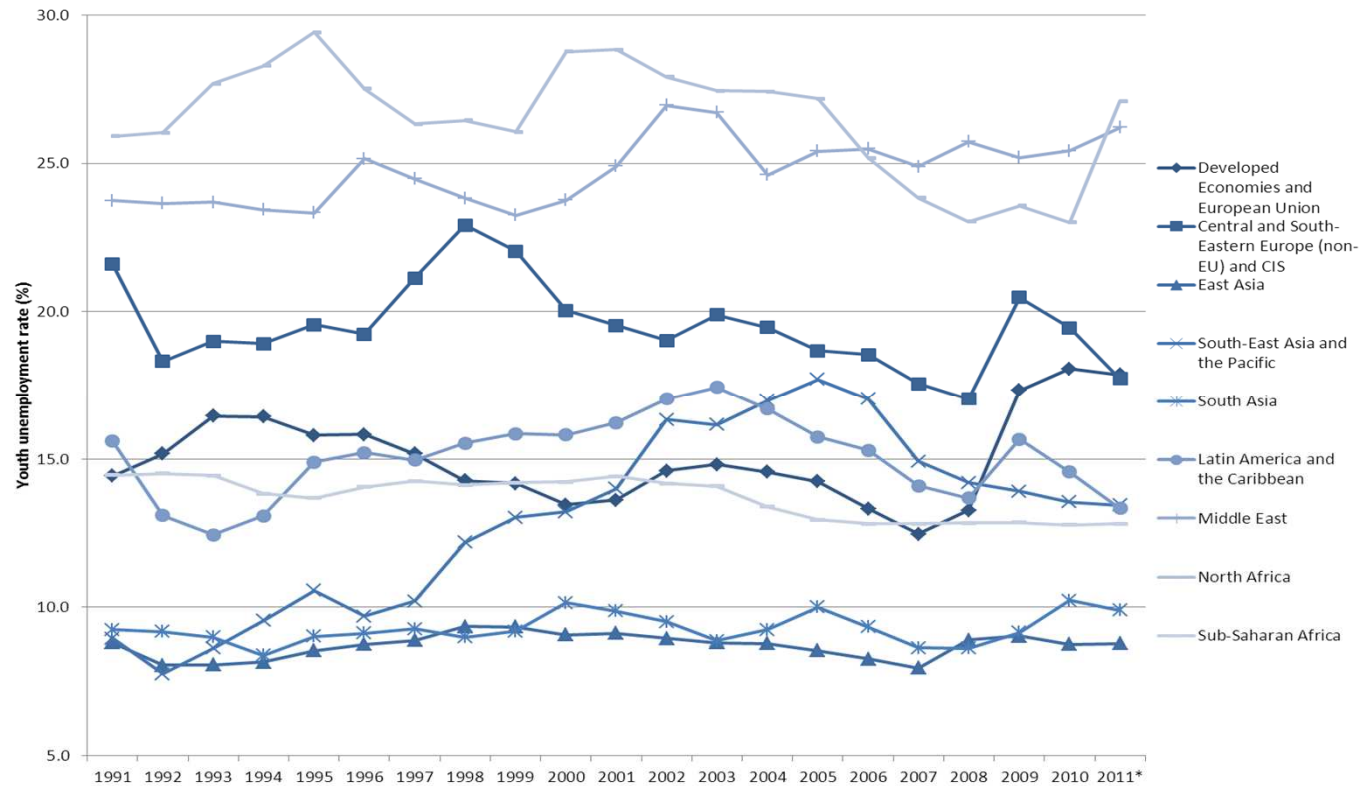
Age, gender, national and ethnic origin, socio-economic background, literacy, education and skills, migration, HIV/AIDS, disabilities and other individual characteristics...



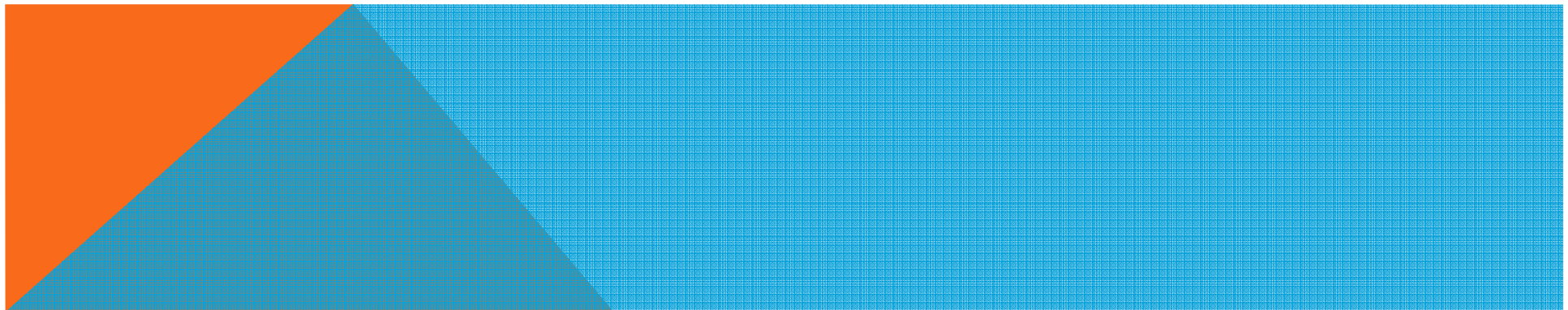
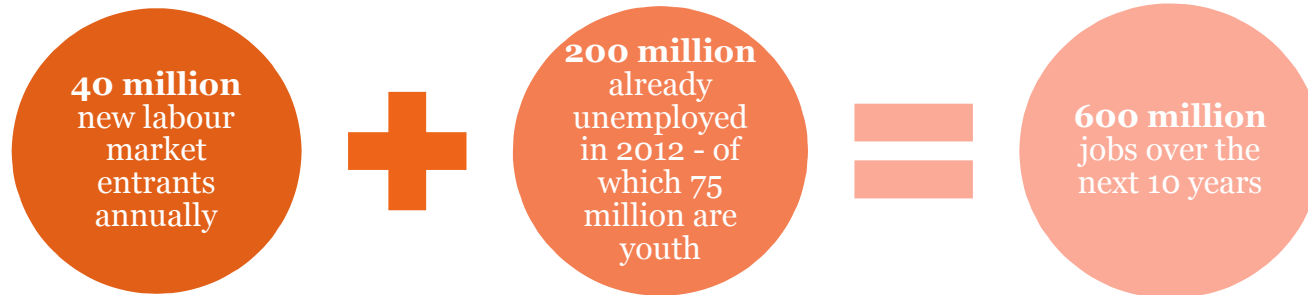
# GLOBAL YOUTH UNEMPLOYMENT AND UNEMPLOYMENT RATE - 2005 TO 2012



# YOUTH UNEMPLOYMENT RATE BY REGION 1991 TO 2011



# 600 MILLION JOBS NEEDED: A FORMIDABLE CHALLENGE GIVEN THE CURRENT ECONOMIC SLOWDOWN AND ...IF NO CHANGE IN THE POLICY ENVIRONMENT



# ... CALLING FOR A NEW GENERAL DISCUSSION AT THE INTERNATIONAL LABOUR CONFERENCE

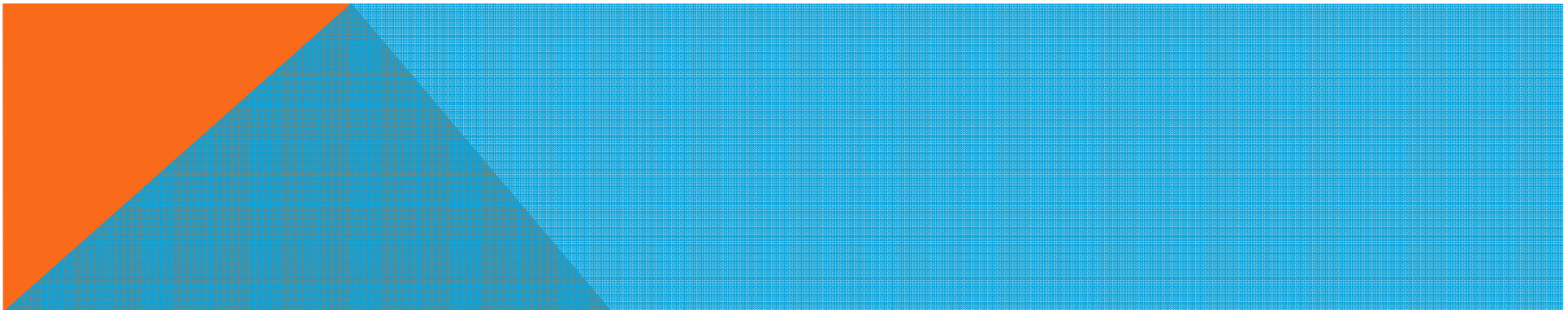
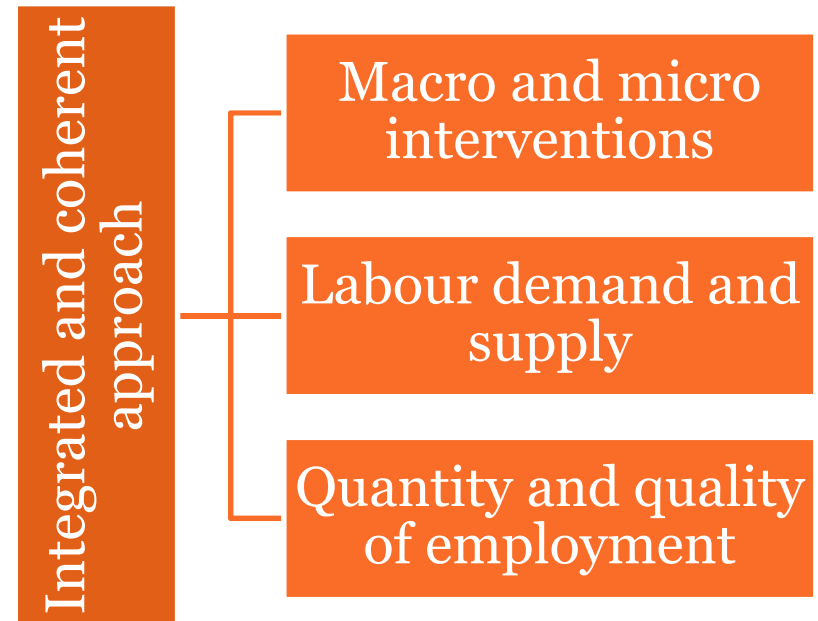


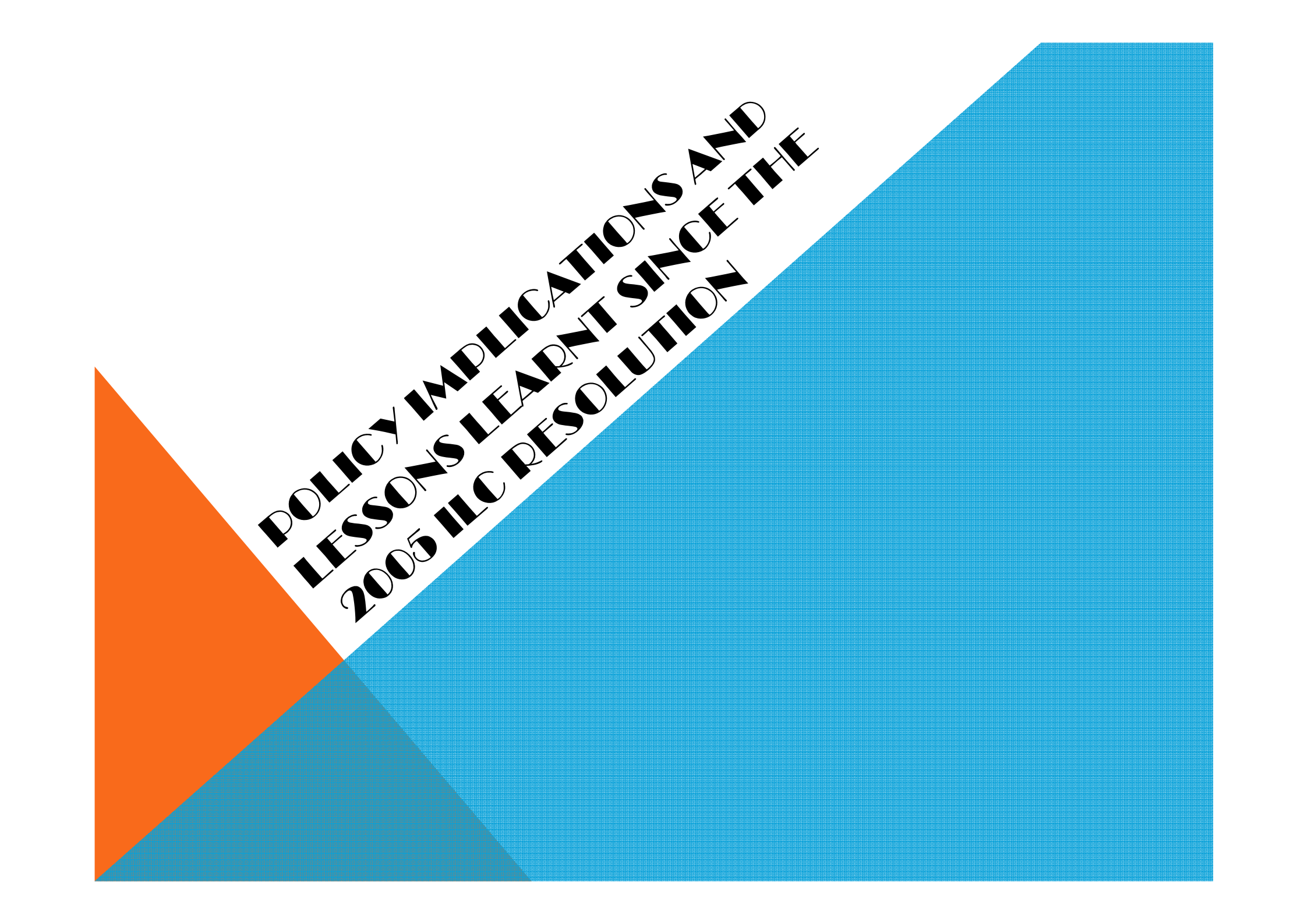
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# GIVE YOUNG PEOPLE MULTIPLE PATHWAYS TO DECENT WORK

The 2005 ILC Resolution concerning youth employment called for an approach that combines macroeconomic and microeconomic interventions, addresses both labour demand and supply, both the quantity and the quality of employment



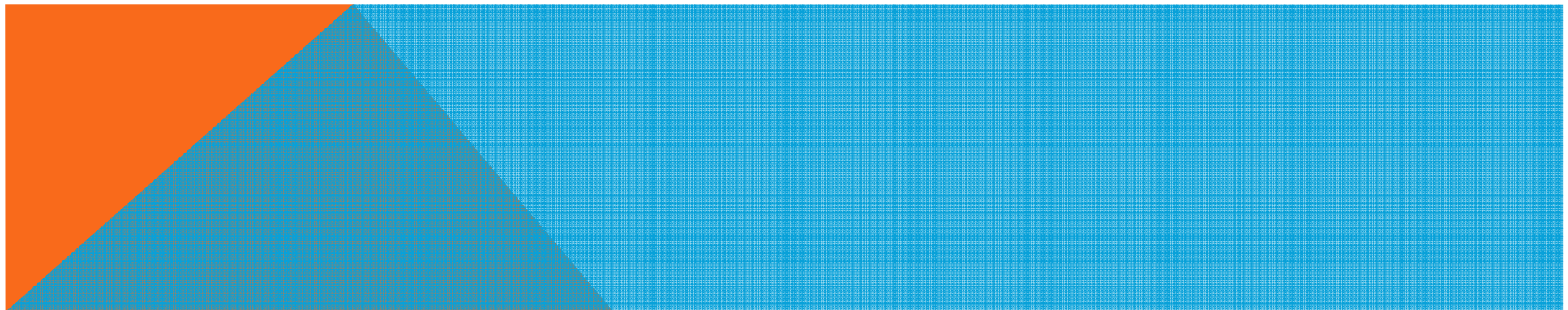


**POLICY IMPLICATIONS AND  
LESSONS LEARNT SINCE THE  
2005 ILC RESOLUTION**

# YOUTH EMPLOYMENT A TOP NATIONAL PRIORITY BUT NOT SUFFICIENTLY TRANSLATED INTO ACTION

## **ILO review shows:**

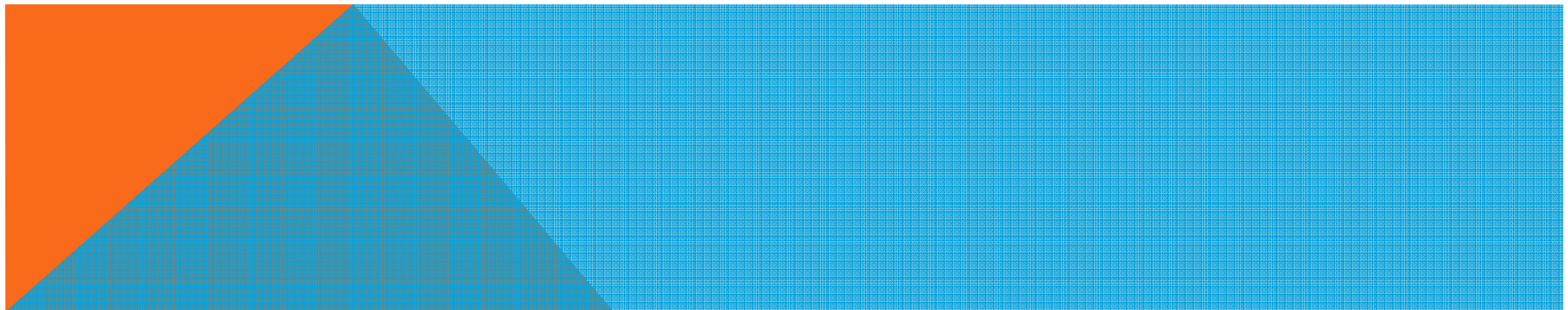
- Few comprehensive policy frameworks with clear and coherent set of policy priorities
- Funding allocated is limited and resources underestimated
- Most interventions focus on the supply side, while sluggish demand is a major constraint



# MACROECONOMIC POLICIES TO SUSTAIN INCLUSIVE JOB-RICH GROWTH

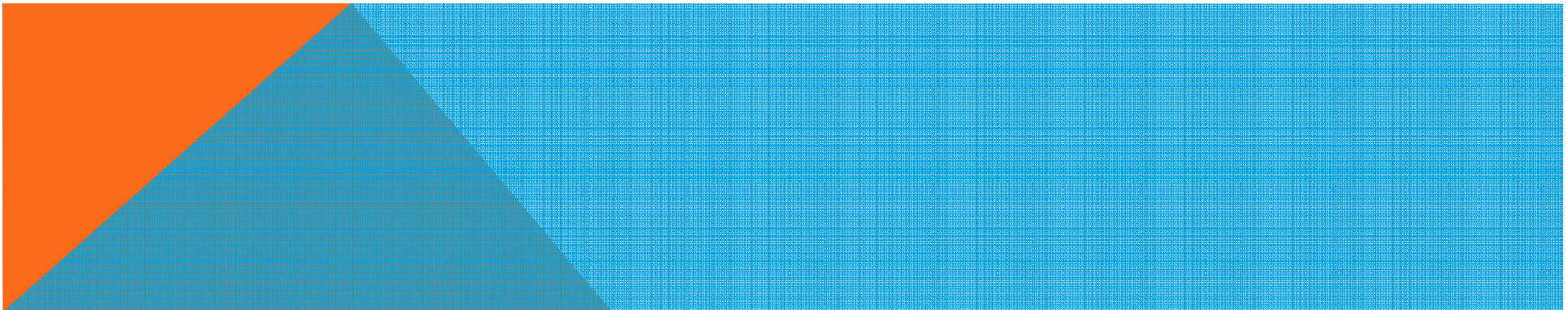
**Macroeconomic policies can influence youth employment by:**

- Encouraging economic diversification and productive transformation
- Alleviating constraints on private sector growth, especially enhancing access to finance for MSMEs
- Reducing negative impact of economic volatility by engaging in timely and targeted counter-cyclical policies



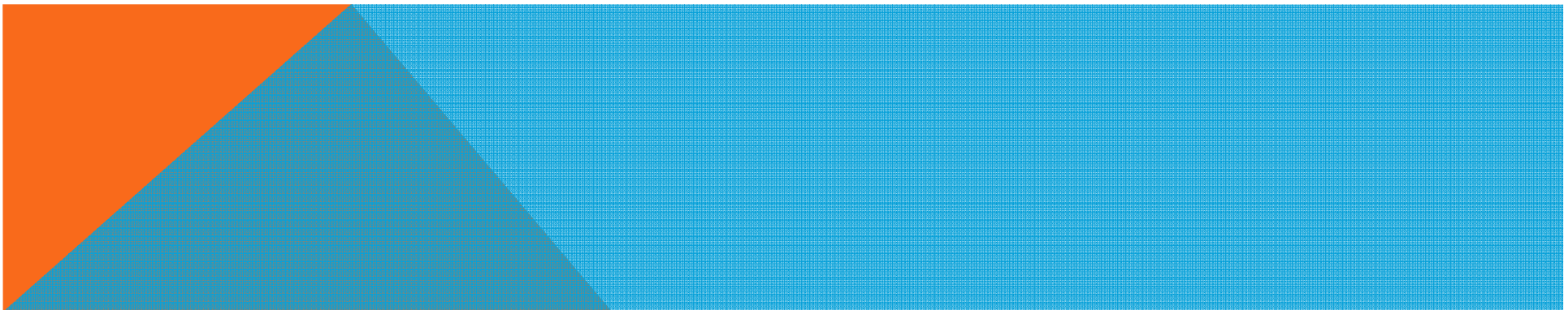
# IN THE CONTEXT OF THE GLOBAL FINANCIAL CRISIS, GOVERNMENT EXPENDITURE ON EMPLOYMENT POLICIES TARGETING YOUTH NEED TO BE SUSTAINED

- In many countries fiscal consolidation dominates the policy agenda
- Reduction in government expenditure is likely to aggravate the youth employment crisis



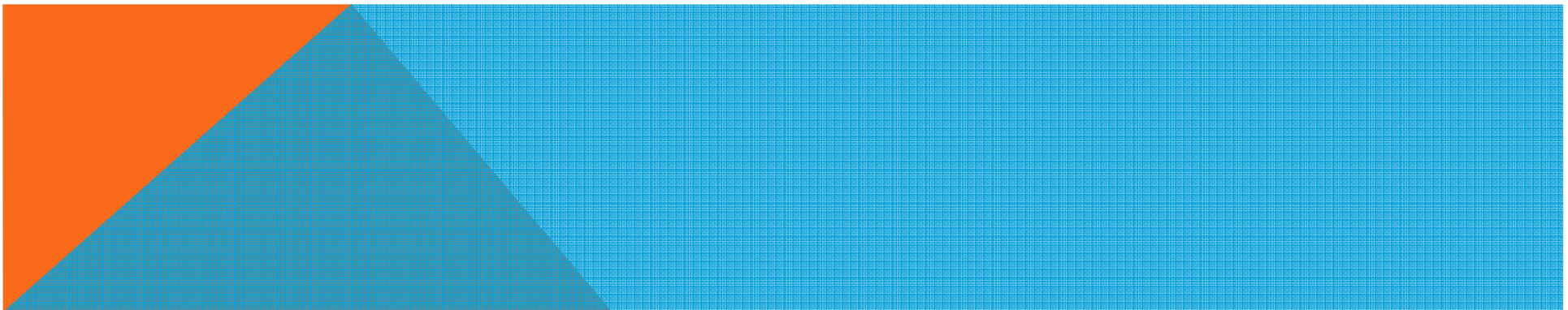
# CONSIDERABLE PROGRESS MADE IN EDUCATION, BUT UNIVERSAL ACCESS AND BETTER QUALITY EDUCATION STILL NEEDED

- 130 million young people still lack basic education
- Ensuring universal access to quality education and training remains a primary challenge in many countries
- Second chance initiatives have been effective in reaching-out to youth “left behind”



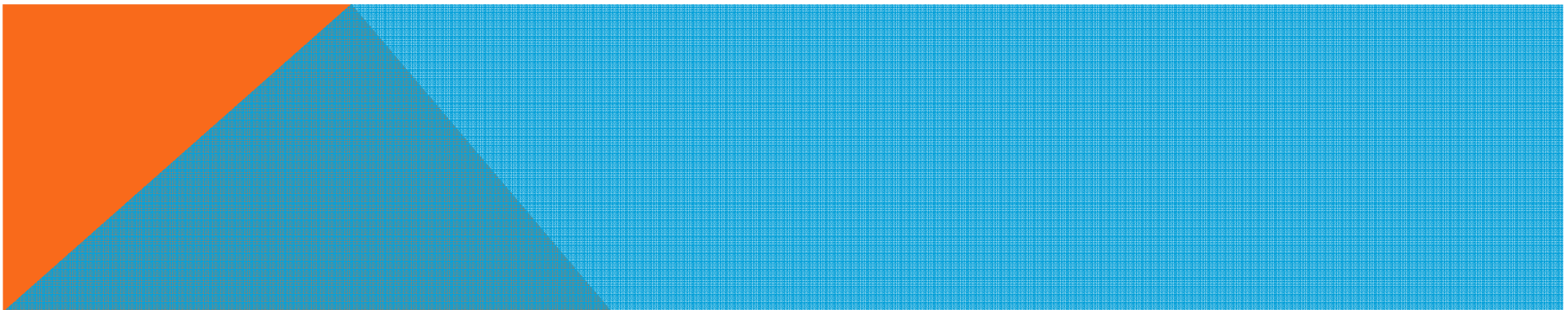
# BETTER LINKS BETWEEN EDUCATION, TRAINING AND THE WORLD OF WORK

- Make TVET relevant to labour market needs
- Increase quality, financing and management
- Ensure coordination across various institutions and actors
- Improve monitoring and evaluation



# APPRENTICESHIP AND OTHER WORK EXPERIENCE PROGRAMMES ARE EFFECTIVE IN PREPARING YOUNG PEOPLE FOR THE LABOUR MARKET

- 30 per cent higher chance of positive labour market outcomes for programmes combining in-classroom and workplace training
- Replicable everywhere?
- Some innovative experiences for bridging the gap between informal and formal apprenticeships

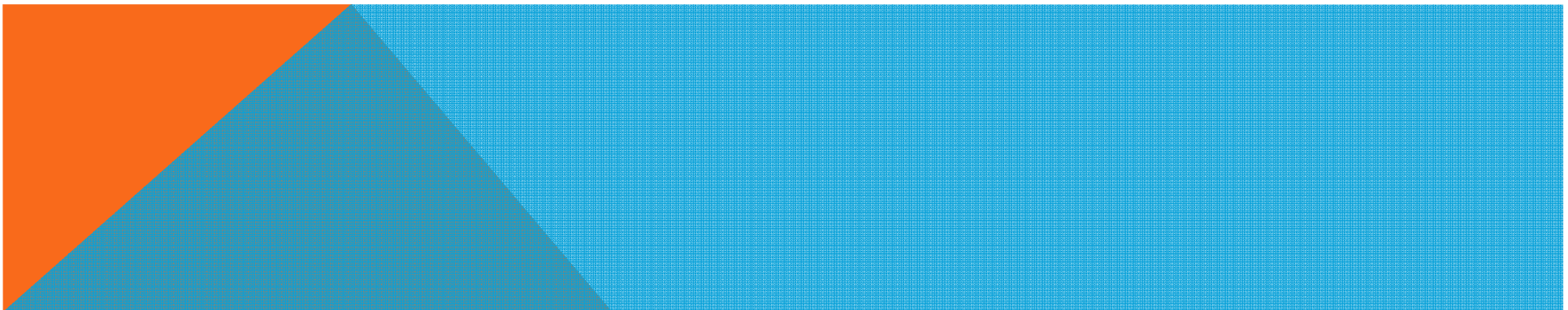




# ACTIVE LABOUR MARKET POLICIES: WHAT WORKS FOR YOUTH?

## **Active Labour Market Policies work better when:**

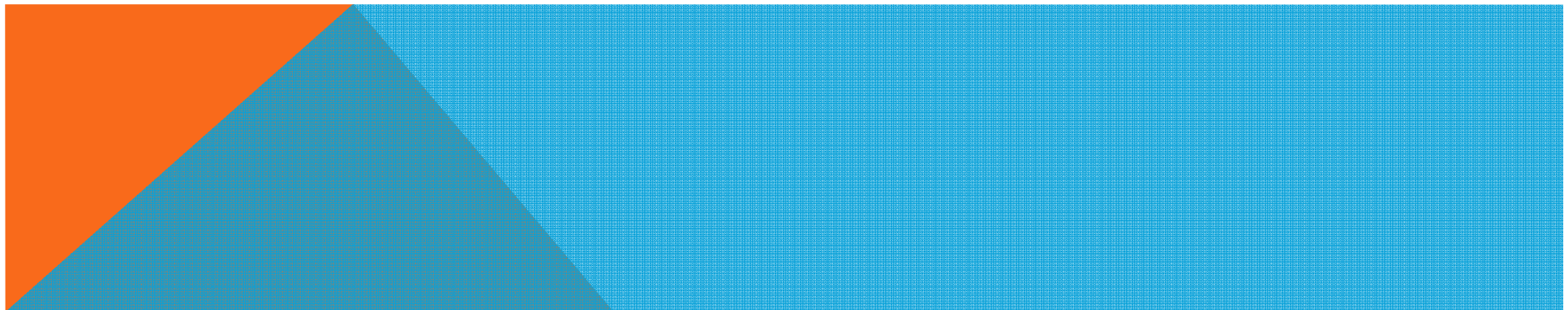
- A package of services is provided integrating and sequencing various components
- They are targeted and tailored to the needs of disadvantaged youth and labour market opportunities
- Well-designed wage subsidies or government contribution to social security can help if targeted at disadvantaged youth
- Employment services can play a key role in easing the school-to-work transition, but may lack technical capacity and financial resources



# PROMOTING YOUTH ENTREPRENEURSHIP AS A CAREER OPTION

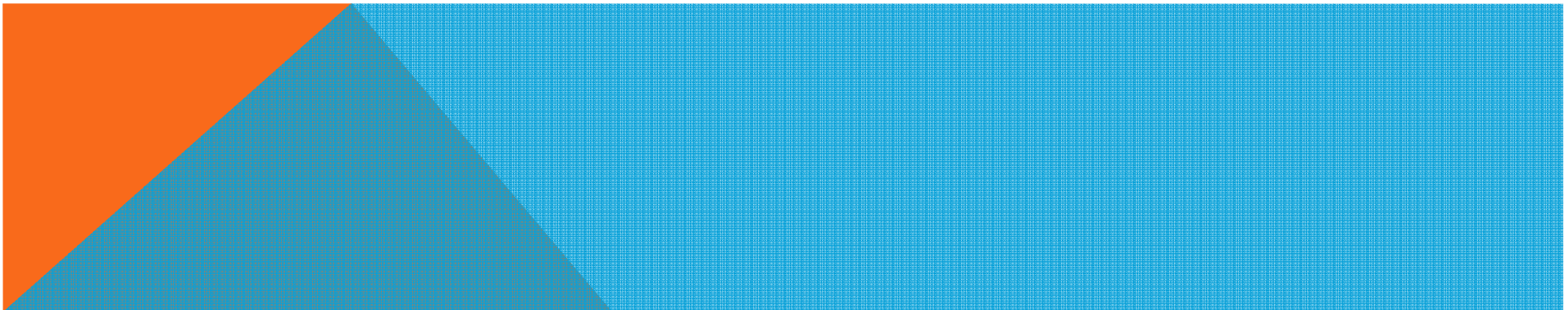
## **Youth entrepreneurship programmes are more effective when:**

- Developed in an enabling environment, including for SMEs and encouraging transition to formality
- Addressed to overcome specific market barriers
- Supported by a broad range of services
- Implemented in partnerships with the private sector



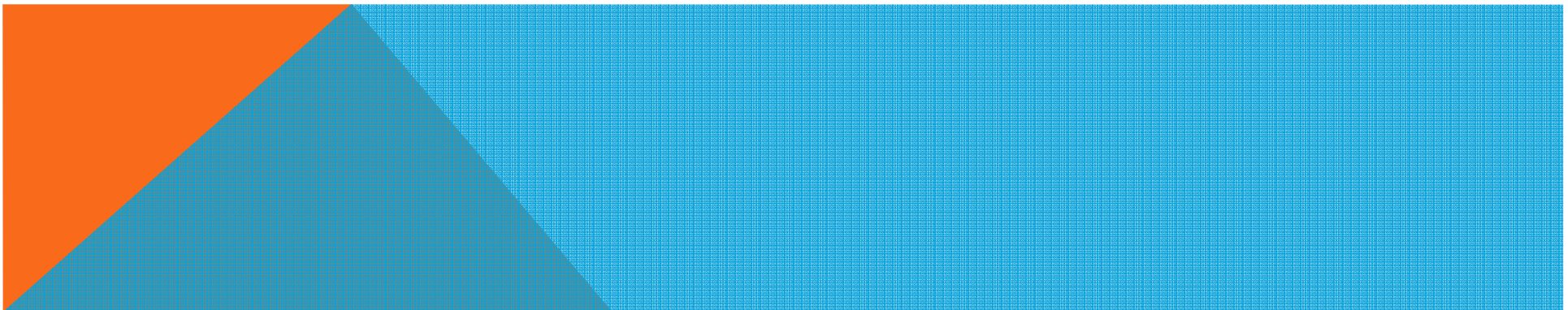
# COOPERATIVES AND SOCIAL ECONOMY PROVIDE OPPORTUNITIES FOR YOUTH

- Cooperatives have proven more resilient and sustainable
- Relevant to rural and urban areas and for all skill levels
- Advantage of “pooling” experience, skills and resources of young people



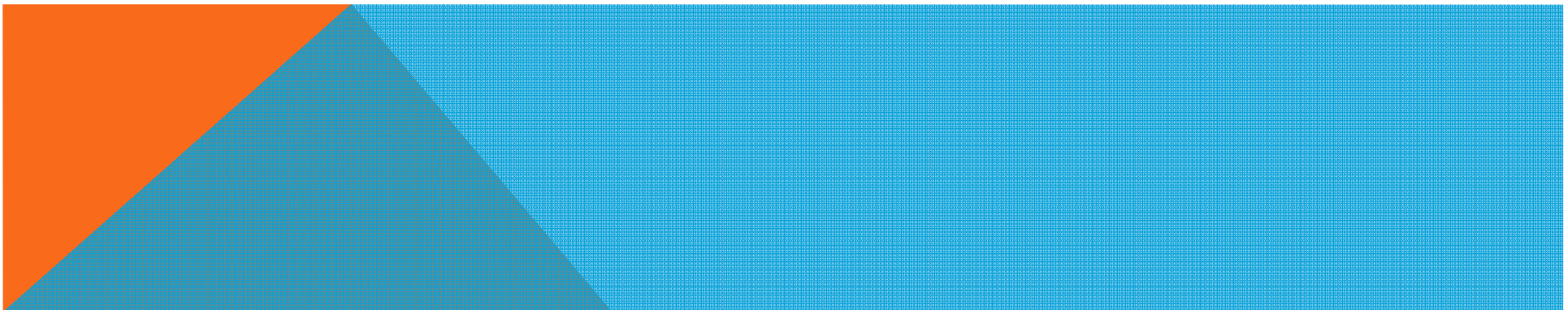
# PUBLIC INVESTMENT AND EMPLOYMENT PROGRAMMES (PEP) EFFICIENTLY TARGET YOUTH

- Generating jobs, income, skills and improving employability
- Anti-crisis impact and counter-cyclical role to reach out to disadvantaged youth and communities,
- Relevant particularly when administrative, managerial and financial capacities for other targeted interventions are limited



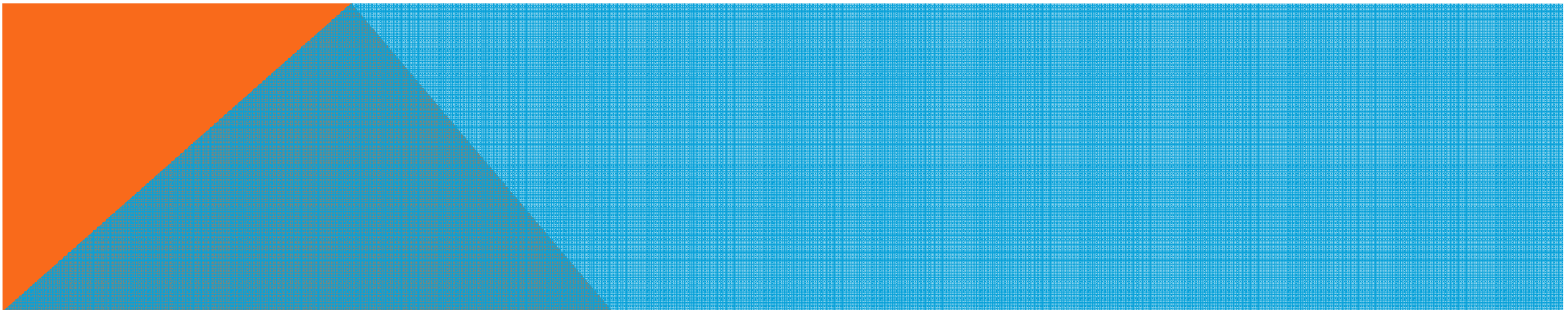
# POLICIES FACILITATING ACCESS TO JOBS SHOULD RESPECT YOUTH RIGHTS AT WORK

- Low levels of protection increase vulnerability and insecurity on the long-term basis
- International Labour Standards provide the normative framework for addressing the youth employment crisis



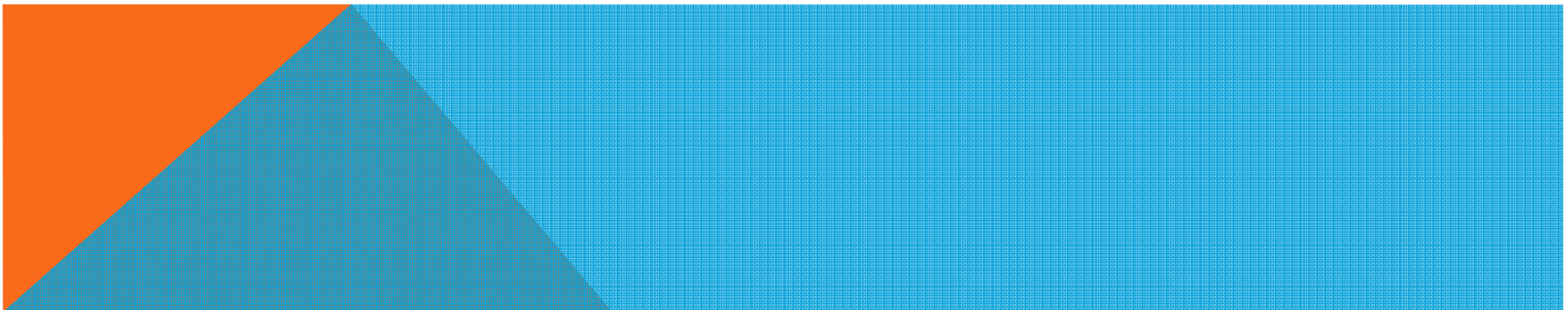
# SOCIAL PROTECTION FOR YOUNG WORKERS IS LIMITED

- First-time job seekers and young unemployed with some work experience usually not eligible for unemployment benefits
- Policies increasingly make the receipt of social assistance, conditional upon active job search or participation in active labour market programmes



# MUCH MORE TO BE DONE ON SOCIAL DIALOGUE

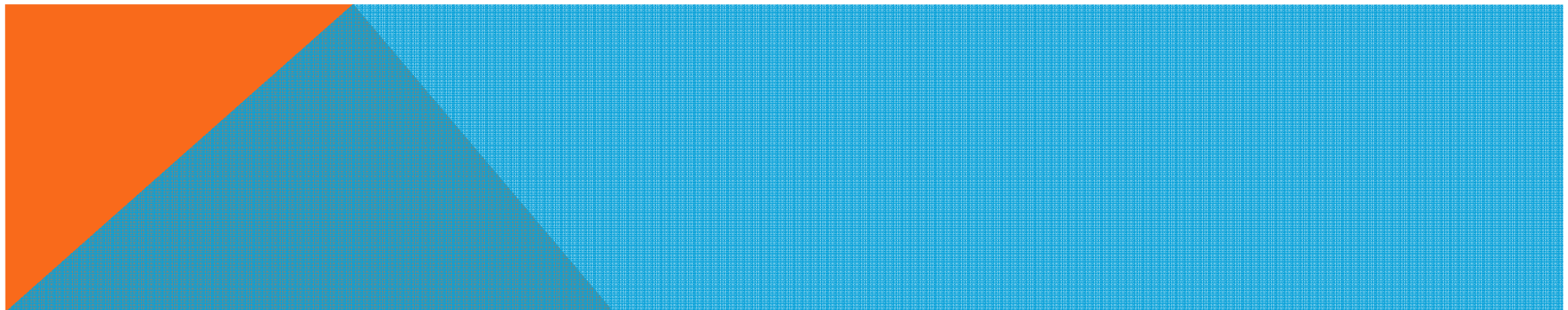
- The social partners have a key role in the formulation and implementation of policies for decent work for youth
- Limited participation of young members and consultation with youth organizations and networks
- Need for more initiatives of collective bargaining on youth employment issues



# HIGH LEVEL POLICY COORDINATION, COHERENCE AND EVALUATION ARE KEY FOR YOUTH EMPLOYMENT

**There is no single model of institutional arrangement... what matters most is that:**

- Responsible Ministry/Agency has technical capacity and ability to muster political support for policy coherence and coordination
- Monitoring and evaluation systems are in place and effective in allocating resources to “what works”
- Employers and workers’ organisations are involved in policy design and implementation





**THIS HAS BEEN A  
SNAPSHOT OF THE  
WIDE RANGE OF POLICY  
AREAS THAT HAVE AN  
IMPACT ON DECENT WORK  
FOR YOUTH...**



# GLOBAL PARTNERSHIPS FOR YOUTH EMPLOYMENT

- ILO Support Strategy
- The Millennium Declaration, MDGs and the UN system
- The G 20 and youth employment
- Other partnerships with International and Regional Financial Institutions, other Multilateral and Regional Organisations

