



Pan Africanism, Decent Work and Youth Employment in Africa.

**10TH Ordinary Congress of the
Organization of Africa Trade Union
Unity (OATUU) - Algiers December 3
2012.**

Youth Employment Programme



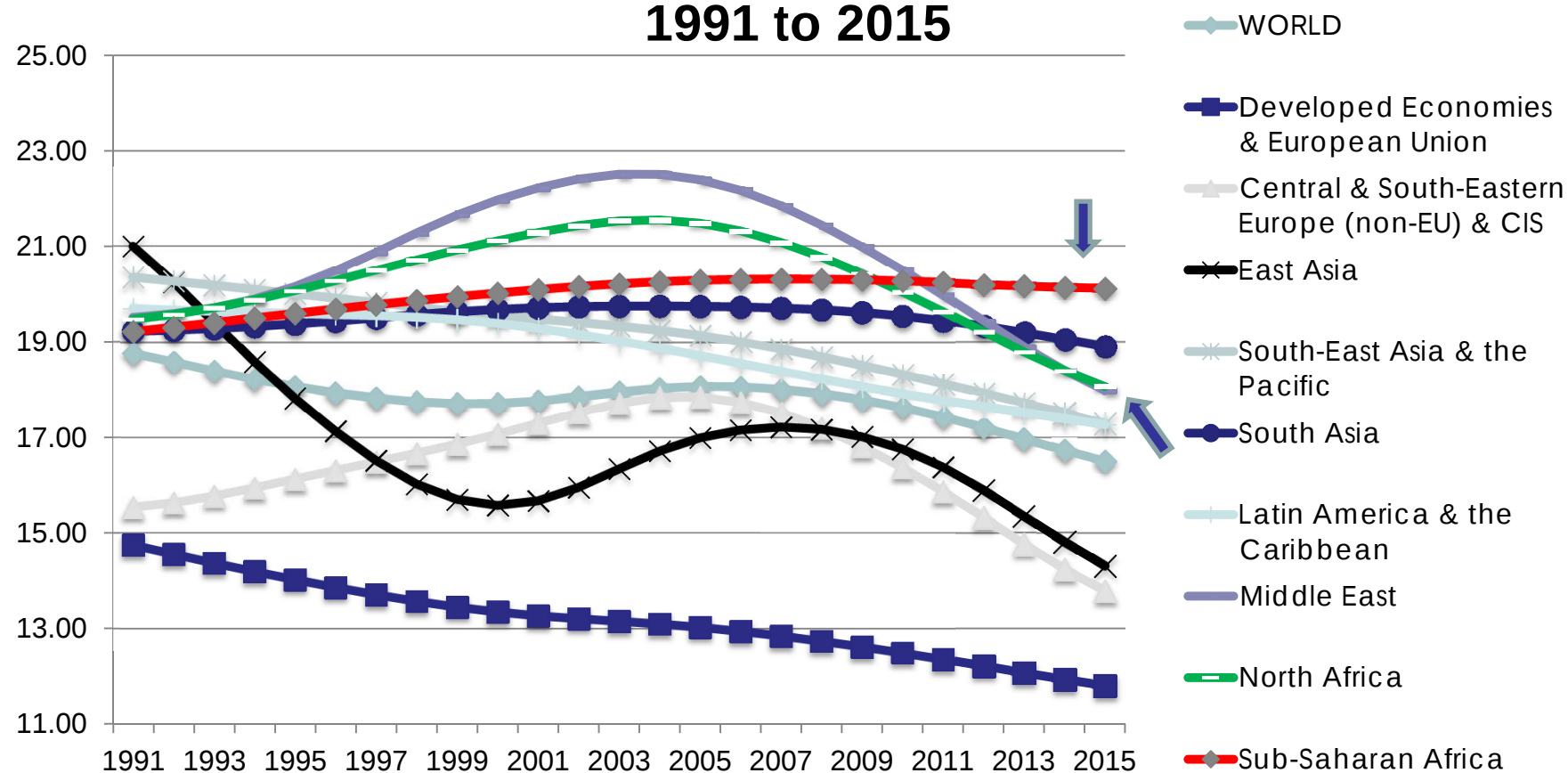
This presentation

- Trends and new challenges for youth employment in the world and in Africa.
- Decent Work for youth. Issues at stake.
- Decent Work for youth. ILO Mandate and the way forward.
- ILO intervention in Africa.



Trends and new challenges for youth employment in the world and in Africa

Share of youth in the total population, by region, 1991 to 2015





Trends and new challenges for youth employment in the world and in Africa.

Across the world, the current youth employment crisis is characterised by:

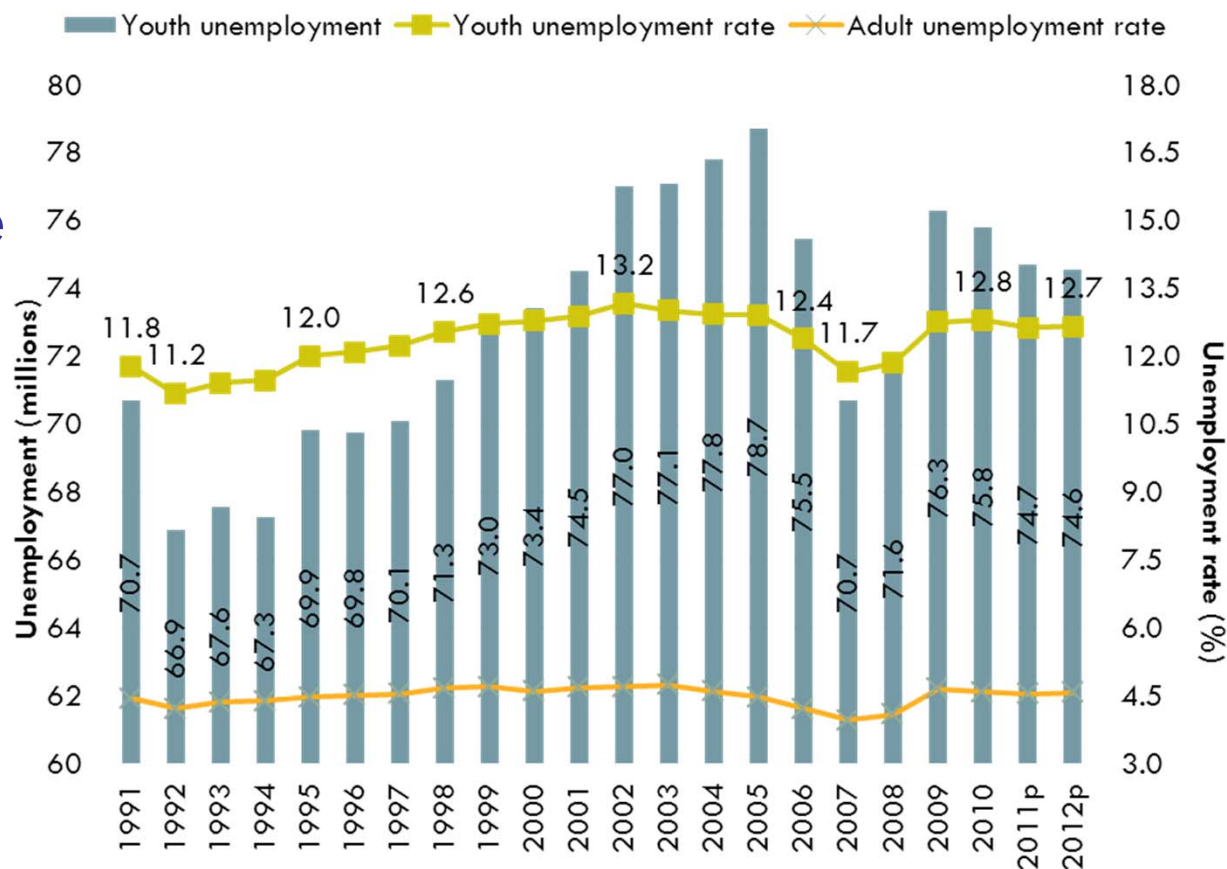
1. Unprecedented levels of youth un(der) employment
2. Lower quality of jobs available for youth.
3. Slow and troublesome transition from school to work.
4. Discouragement and lost of contact with the labour market



Trends and new challenges for youth employment in the world and in Africa.

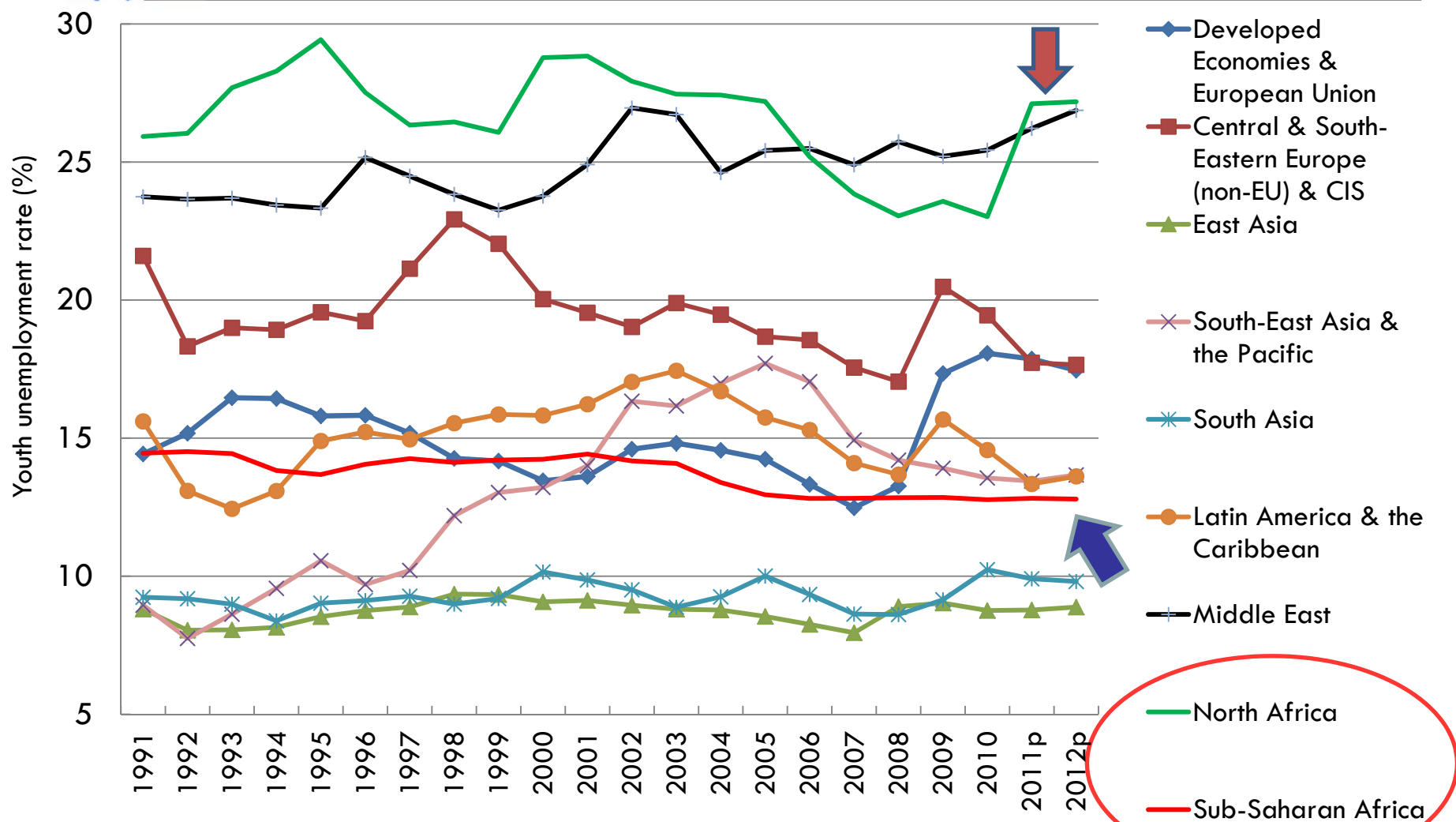
Youth un(der) employment.

- In **2012**, across the world:
- 75 million youth are unemployed.
- Four out of ten unemployed workers are youth.
- The chances of being
- Unemployed are three times higher for youth than for adults





Trends and new challenges for youth employment. Unemployment regional trends



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Trends and new challenges for youth employment in the world and in Africa.

Lower Quality of Jobs .

Unemployment is just the tip of the iceberg. In the world and in Sub Saharan Africa (SSA) most notably, youth having some sort of employment are the majority. They:

- Are often working poor. In SSA 23.5 percent of working poor are youth, and 38.1 percent of the workers are poor.
- Are in vulnerable employment. The share of workers in vulnerable employment in Sub-Saharan Africa is 76.6 per cent. The share in paid employment is only 22.9 per cent.
- Tend to enjoy low salaries: over 50 per cent of the poorly paid workers are youth and they have between 2 and 6 times more chances to be paid less than the national average.
- Work in the informal economy (although in Sub Saharan Africa, the difference with the adults is less marked than elsewhere).



Trends and new challenges for youth employment in the world and in Africa.

Discouragement.

- Discouragement is increasing world wide: Youth in neither in education nor employment (NEET) are increasing.
- Worldwide there are about 6,4 millions inactive youth more in 2012 than in the previous year.
- No up to data concerning Africa are available. However, over the last decade the rate of youth not in education nor employed varied between 10.7 (Uganda, 2005) and 67.5 (Niger ,2005) for young women and between 6.1 (Burkina Faso, 2003) and 25.2 (Congo DRC, 2005) for young men.



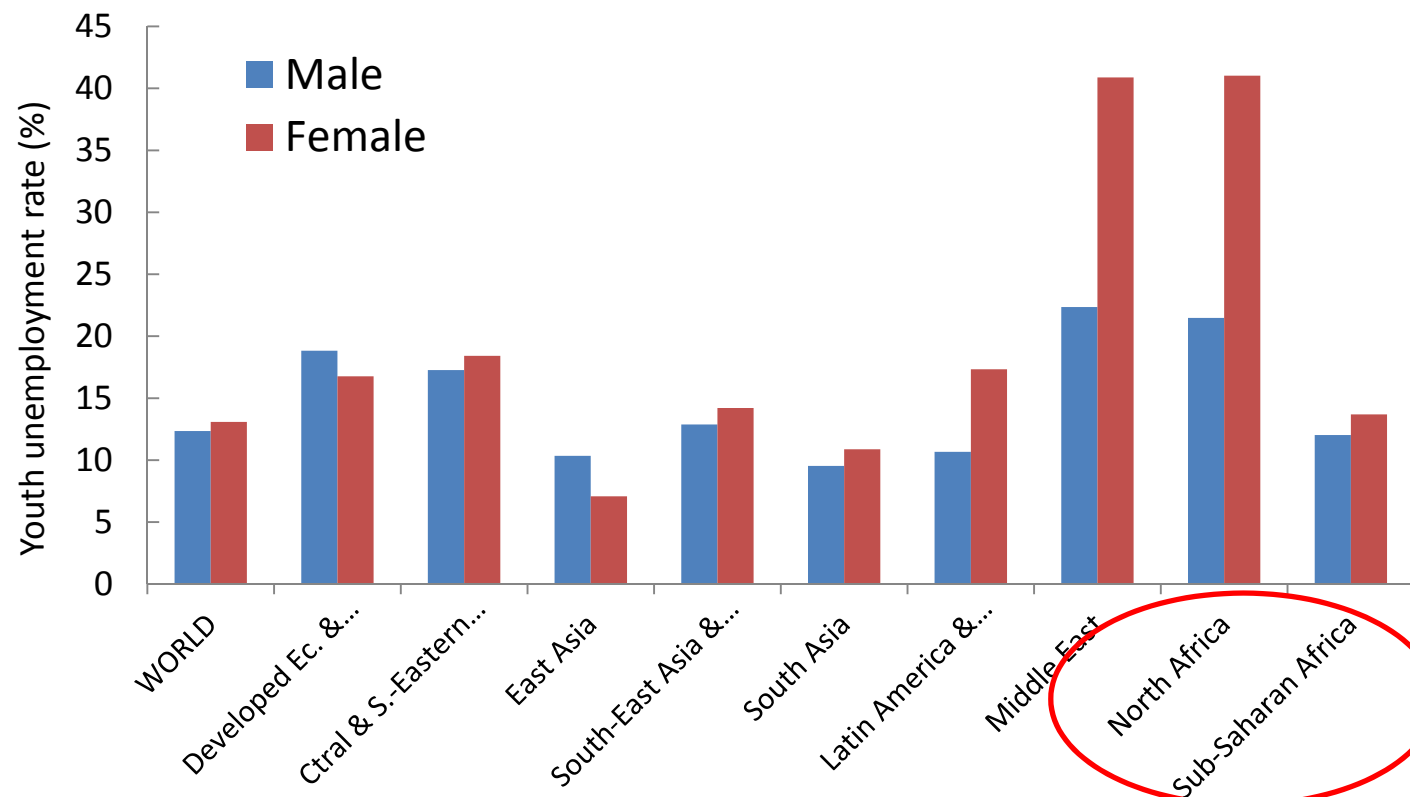
Trends and new challenges for youth employment in the world and in Africa.

Differences within the youth group .

Youth are not an homogeneous group. The aftermath of the economic crisis saw an increase in the differences in labour market performance on the basis of:

- Gender
- Age
- Educational Attainment
- Ethnic origin
- Social Origin
- Handicap
- HIV
- Migration factors.

Youth unemployment rate by sex and region, 2011 (%)





Decent Work for Youth. Issues at Stake.

All the indicators, worldwide and in Africa, point in the same direction:

- Worsening of the youth employment performance, although, lack of decent work is not new for youth
- Risk of structural changes in the labour market hard to counteract, even if economic growth resumes (lost generation).
- Lost opportunities, loss of human capital investments, loss of productivity and a threat to the social tissue.
- Above all, lost of faith in the future from the part of youth.



Decent Work for youth. ILO mandate and way forward.

In Africa, as in the rest of the world, ILO actions to support youth employment take place within the framework of the following legislative instruments:

- International Labour Legislation and International Labour Standards.
- Global employment Agenda, 2003
- Declaration on social justice for fair globalization, 2008
- Global jobs pact, 2009
- ILC Resolution on informal economy , 2002
- ILC Resolution on youth employment, 2005
- ILC Resolution for the promotion of sustainable enterprises, 2007
- ILC Resolution on skills for improved productivity, employment growth and development, 2008.
- ILC Resolution for the promotion of rural employment to reduce poverty, 2008
- ILC Resolution on youth employment 'Call for Action', 2012.



Decent Work for youth. ILO mandate and way forward.

- The 2005 ILC Youth Employment Resolution called for an approach combining macroeconomic and microeconomic interventions, addressing both labour demand and supply, and the quantity and the quality of employment.
- The 2012 ILC resolution acknowledging the magnitude and extent of the problem, renews the Member States commitment calling for “targeted and immediate actions”. Such actions, all to be carried out in collaboration with social partners, should be led by the following principles..



Decent Work for youth. ILO mandate and way forward.

The 2012 Resolution “Call for Action” (contd).

- *Country specific engagement, and tailored solutions. There is no ‘one size fits all’.*
- Promoting pro-employment macroeconomic policies (including industrial and sectoral ones) and fiscal incentives that support stronger aggregate demand and increase productive investment that improves capacity for job creation and access to finance.
- Assigning the highest possible priority to youth employment in national and international development frameworks; developing, with the involvement of the social partners, integrated and time-bound national action plans for decent employment with measurable outcomes.



Decent Work for youth. ILO mandate and way forward.

The 2012 Resolution “Call for Action” (contd).

- Focusing on demand side measures having benefits in terms of youth employment creation, while paying attention to the sustainability and durability (Infrastructure works, public employment, employment and training subsidies).
- Promoting an enabling policy and regulatory environment to facilitate the transition to formal employment and decent jobs.
- Establishing and strengthening monitoring and evaluation mechanisms to measure impact and improve policy instruments.
- Pay specific attention to skills, employability and the school to work transition with innovative instruments (distance learning, job search skills, second chance initiatives, on the job training, fine tuning social security to warrant access to education).



Decent Work for youth. ILO mandate and way forward.

The 2012 Resolution “Call for Action” (contd).

- Allocating adequate resources to labour market policies (ALMPs, employment services, wage subsidies) including public employment programmes (PEPs), as key instruments to promote youth employment.
- Enhancing strategies for the transition to formality.
- Support policies need to uphold labour rights for young workers.
- Promote Youth Entrepreneurship.
- ILO should continue and expand its activities in the field of knowledge management and dissemination, technical assistance to tripartite constituents and advocacy.



ILO Intervention in Africa.

• ***Knowledge Development and Dissemination.***

- Multiple activities, either related to projects or for the sake of a broader based research.
- Global Employment Trends for Youth (every two years).
- School to Work Transition Surveys on-going in 9 African Countries.
- ILO is partner of the Youth Employment Network and collaborates with latter to widening the knowledge base on youth employment interventions in the continent.
- ILO maintains a worldwide inventory of policies and action plans initiatives on youth employment covering several African countries (YOUTHPOL).
- Ad hoc research papers covering youth employment related issues (e.g. potential for employment creation through multinational enterprises in the Mano River Union).
- Ad hoc learning and training material (translated in local languages).



ILO Intervention in Africa.

- ***Technical Assistance to Tripartite Constituents.***

- ILO technical assistance is mostly (although not exclusively) carried out through the means of technical cooperation project.
- ILO is active in 27 African countries, with a portfolio of projects amounting to over 80 million USD.
- Areas of intervention vary but include:
 - Policy Advisory Services, Employment Services, Skills Development and Labour Market Training,
 - Employment Creation (including entrepreneurship and labour based public works)
 - Others (including, often in conjunction with one of the above, workers rights, migration, fight against worst forms of child labour, HIV AIDS, support to disable youth).

- ***Advocacy.***

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ILO Intervention in Africa.

• *Technical Assistance to Tripartite Constituents (contd).*

- Key transversal principles of the ILO technical cooperation projects on youth employment are:
 - Combine policy and grassroots interventions.
 - Combine interventions with a long and short term impact.
 - Tripartism (and direct involvement of youth beneficiaries).
 - Strive to ensure sustainable, formal and decent job creation (as opposed to short term, temporary jobs)
 - Gender balance.



ILO Intervention in Africa.

- *Advocacy.*

- The ILO is partnering with several Organisations to prioritise youth employment interventions worldwide. For what concerns Africa of particular relevance are:

- The partnership with the AfDB, the AU and the UNECA to jointly tackle at the regional and country level the youth employment issue.

- The partnership with the World Bank and UN, conveying to the Youth Employment Network (leading to Africa-focused research and ad hoc projects (e.g. the Youth to Youth Fund).

- The ILO is also active in advocating youth employment creation, labour rights and employability through ad hoc events. (E.G. the 2012 11 sub regional youth consultations across the continent which fed into the Youth Employment Forum held in Geneva in May).

- The ILO campaigns to promote decent work through the medias and the social networks at the regional, sub-regional and national level.



Contact

Thank you.

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