

TRIPARTITE WORKSHOP

What Works For Youth Employment: Sharing Policies from Asia and the Pacific

15-16 September, 2014

Amari Watergate hotel,
Bangkok, Thailand.

Organized by the International Labour Organization

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FOREWORD

Tripartite constituents from Indonesia, Nepal and Mongolia gathered at the Amari Watergate Hotel in Bangkok on September 15-16 to discuss the preliminary findings of the Youth Employment Project “*Analysis of youth employment policy and dissemination through global database and publications*”. Funded by the Government of Japan, the project has analyzed policies on youth employment from 11 countries of the region and it has undertaken in-depth reviews in the three countries represented. The event will also be an opportunity for young leaders to participate and engage with policy makers.

Opening remarks

Although there is an expectation that youth employment will rise, it has not happened in ways that we would like it to happen. Despite the world economies growing, employment figures are not rising as fast and youth employment happens to be a specific problem of Asia and the Pacific region - an issue we continue to struggle with. The subject of workshop will enable us to answer what works and that is very important because we have seen so much action in the last few years. It is important to see which programmes work best and what we can do better – where action is needed. When youth are out of the labour market for too long, we must start learning from what we have experienced.



ILO Deputy Regional Director Ms. Alcestis Mangahas gives opening address of the workshop.

We are thankful to the Government of Japan and for the 11 country reviews, of which three are in much detail – Indonesia, Nepal and Mongolia.

Thank you also to Geneva, India, OECD, ESCAP and other development partners and young people whose views are very important. Your contribution over the next two days is very important. I am really hoping that this workshop will be different and in the spirit, passion and commitment of young people. Thank you very much.

- Ms. Alcestis Mangahas, Deputy Regional Director, ILO ROAP.

Opening address by youth leaders

I was first involved in the ILO initiative on youth employment three years ago when I went to Geneva to address how young people are affected by this issue. There are more than 50 million people living in Indonesia. It is impossible to cover all of them but there is an attempt to cover this aspect. When I was in Geneva, as a university student, I saw things through that perspective and now I am involved in the labour force myself. 47% of Indonesians are employed. I am now working in a multinational company. During the first six months of the training program at the company, half of the candidates (mostly young people) resigned. This was not because they got

other job offers or higher salaries elsewhere but they resigned without having another offer. They think a corporate job is not the way to go for them as they see underemployment not just about wage but as a social issue. Opportunities in Indonesia are opening up for young people to start their own businesses and these will open up opportunities for other young people as well. There will be higher creation of jobs. There is also the issue of entrepreneurship and not just regarding youth employment. We should be able to open up jobs to those not privileged. I have seen firsthand a lot of people my age working and yet being paid below the minimum wage. Indonesia has done a good job and raised minimum wage many times in the past five yrs but it is important to see how policies are being controlled and used. There is no point in raising the minimum wage unless reality is not being implemented and requires to be discussed about. Specifically for Indonesia, the issue to be taken in to account is the 'ASEAN Economic Community' because there are a lot of movements in the labour force within this region. We need to prepare young leaders to compete in global workforce. I hope whatever comes out of this workshop is communicated well to the young people and there needs to be an even bigger initiative involving more young people to discuss and address issues of more young people.

- Ms. Alanda Kariza, youth activist, Indonesia.

What could be more exciting and extraordinary to see in this forum? Every day 1500 young people from Nepal fly to gulf countries to find employment are struggling to find jobs in the current space for young people in the country. Who are young people for us? Can you imagine an 18 yr old trying to find work that already has her own children? 80% of young people in Nepal are located in rural areas. Are we able to enter those parts or not?

With these stories in mind, I can relate to youth issues. I have been working as a youth employment activist for the last seven years in almost 40% of the country. There are so many challenges but there are opportunities as well. Last year we had a youth consultation in 70 provinces out of 75. Our first priority has been education and the next is employment because the report shows unemployment is highest among university graduates.

In the population demographic of Nepal, young people are defined in the age range of 16 to 40 years). As I represent young people, we are still advocating for this age range to change to 16-29 years of age which accounts for 28% of the total population. Some interventions by the Government of Nepal have been conducted such as the one in 2010. How can we ensure equal gender employment especially in a state of political instability? Even though, the National Council has not been formed, the national policy has been formulated and drafted although it has not yet been included in the national framework. However, the Ministry of Youth is working towards this issue and I hope that over the next three months if there is no more political instability, this policy is included in the national framework.

The next point is for young people to start creating jobs rather than applying and receiving them. Some people have been involved in rearing cattle and generating employment in that manner. Young people are not confident to go forward because they are uncertain about whether the country can provide the necessary environment due to political instability. This workshop can come up with ideas on how policies can be reframed so that youth can be ensured that they have a proper environment for more and better jobs. After attending recent meetings, I have encountered many ideas on how we can ensure a national action plan which has an impact on days to come. I look forward to seeing different practices, a decent work environment and general employment opportunities and discussion sessions. Together we can make a difference and let's start from here.

- Mr. Santosh Acharya, youth activist, Nepal.

In Mongolia, we now have a new democratic government for change. The Mongolian Youth Labour Exchange which has been working for youth and youth employment measures was established two years ago. About 60% of workers are underage and 39% are youth. One of our main aims is to reduce youth unemployment and we wish to work more closely with the ILO. We wish all of us successful work over the duration of the workshop.

- Mr. Erdenebat Boldbaatar, Director of Youth Labour Exchange, Mongolia.

Mongolian Youth Federation:

- Project slogan: 'Let's Unite'
- Our focus remains on four factors – employment, health, education and free time.
- We are implementing projects, especially for first jobs and start ups as well as part time jobs.
 - (i) For part time jobs, we are working to improve procedural and management aspects and how they can be managed better.
 - (ii) For first jobs, we are organizing young groups on infrastructure, mining and construction sectors.
- Our focus remains on five provinces where people are being helped to get work outside the cities.
- Last year we had funding of 600 million Mongolian Rubric. This year we have managed to receive US\$ 1 million for our project budget. This project is the first successfully implemented project for youth employment in Mongolia.
- For the education branch, we are organizing events and meetings under our parliament speaker's name.
- One of the main projects is the building of proper roads for bicycle riding which can be associated with the organization's slogan promoting a healthy and active lifestyle through sport as well as the no alcohol campaign.

The organization looks forward to more interactive discussions with their Indonesian colleagues.

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DAY ONE – 15 SEPTEMBER, 2014

Session I: Setting the context in Asia Pacific

By Matthieu Cognac, Youth Employment Specialist

International Labour Organization



“First of all, let us remind ourselves that when we talk about youth employment, we talk about people. Young people, not figures or macroeconomic policies, but people. Always remember that when we address this issue, that we are addressing the present and future of young people.”

- Matthieu Cognac

GLOBAL AND REGIONAL YOUTH EMPLOYMENT SITUATION

- 74.5 million people are unemployed worldwide and 45% of them come from Asia and the Pacific region. In the case of Nepal, there is an issue of over education and graduate unemployment where China and Mongolia can give more insight to work together.
- We have a region which does not have enough skills and training provided to those looking for such skills and training.

- The transitions between school and work are becoming longer. There have been number of reports highlighting the case of Mongolia where the transition from school to work has reached two and a half years.
- In this extremely vast region, we have to take into consideration countries from Iran to Pacific Islands and Japan to Mongolia. There are several challenges as follows:
 - (i) Predominance of an informal economy in the region means a lot of data remains unavailable. Not all statistics have the same definitions or manner of presentation. The data only represents the tip of the iceberg and so it cannot always easily convey the real situation.
 - (ii) Skills and programmes do not reach vulnerable youth or to those living with HIV and AIDS and individuals residing in remote areas.
 - (iii) Access to information is not there. Unavailable data includes both figures and qualitative data.
 - (iv) Lack of an enabling environment for entrepreneurship: when there are not enough jobs, they have to be created. How do we create them if there are no skills and no space for them?
 - (v) Pre-crisis level: 13% youth unemployment globally. This figure has risen from the year 2007 when the figure was lower.
 - (vi) Youth unemployment affects all countries and not only Asia and the Pacific region, whether it is developed countries such as Spain and Greece or low income countries such as Haiti. Also, low youth unemployment in Nepal does not take away the problem. Similarly, in Thailand unemployment might be low but the employment in the informal work sector remains higher than in formal work.
 - (vii) Consequences: loss of economic opportunities, social exclusion, increased crime, violence, social unrest and psychological effects – discouragement, mental health and drug taking.
 - (viii) The suggestion is to have employment learning centers where the quality of choices is provided such as apprenticeships, online employment portals, internships, information on drugs, etc. In the next ten years, 600 million jobs need to be created. Globally, there are 40 million newcomers in the market mainly from India and other countries in South Asia. Also, 200 million individuals are not necessarily young people but are unemployed and seeking work.
- In 2012, 185 member constituents of ILO at the Geneva conference met and agreed on the following resolutions:
 - 1) **Economic and employment policies** are designed in such a manner that jobs are the priority as opposed to developing economic policies. This idea stems from placing jobs first to improve the economy.
 - 2) **Education, training and skills:** better access in form of internships, apprenticeships, vocational training centres, etc.

- 3) **Labour market policies.** E.g.: in Europe, there is discussion on youth guarantees. How can we reduce level of inactivity? This is one of the key challenges in youth unemployment and this concept can be applied to other parts of world. Effective policy suggestions include investment from national governments so that once young people have graduated that they have access to a job.
- 4) **Entrepreneurship:** not the only solution. It is, however, a solution with an enabling environment and if young people have had the opportunity to learn what the concept of entrepreneurship is and anything that can help young people what the world of work is about while they are young will add to their experience in the future.
- 5) **Rights for young people:** young people are seeing their rights of work being abused and disregarded.
- 6) **ILO action:** There are three basic pillars: 1) **Technical cooperation:** in addition to the youth employment programme by the Government of Japan, we have a number of programmes funded by other parts of the world, 2) **Advocacy:** seeing which policies existing in other countries can work and what can potentially be adapted by other countries and 3) **Knowledge sharing/management.**

It is not enough to create jobs; we have to work towards ‘decent work’ and ‘decent jobs’ and these will help towards necessary policy measures. Anything said and done is not worth it, if there is no budget and finance to accompany it. Some of the measures being suggested are:

- We can create jobs by placing jobs first i.e. by implementing better employment services such as access to data, employment centers, apprenticeships, etc.
- Multiple services for entrepreneurs, social enterprises and cooperatives.
- Comprehensive packages of labour market measures.
- Platforms for exchanging knowledge and lessons to be learnt available to all. Key examples are apoyouthnet.ilo.org and ilo.org/youthpol.

DISCUSSION SESSION

- 1) **Question/comment:** In terms of youth employment, where young people suffer the most is access to skills but they also do not have resources to materialize their ideas. Is there a statement on resources? What is the remark and general framework on this? There are people with effective qualities but at times there is a disconnection when a different set of skills is required by work.

Response: If we are to encourage entrepreneurship, and loans and financial resources are not available to young people, they cannot access opportunities. We have to be careful to not put one initiative over another. It is not an isolated issue, and we always put it as the same level as skills training. To touch on your second point, I think you are referring to lack of communications and understanding between employers and young people.

Sometimes, young people do not feel understood well by employers. In many countries, you hear employers suggesting that “young people are lazy” and they “don’t want to work” but as long as both employers and young people have this way of looking at the labour market situation, there will be limited progress. That is why importance should be placed on young people learning more about work and apprenticeships. In this manner, employers will look at them more positively and vice versa. There is simply a lack of productive dialogue and discussion. If we want to solve the problem, we need effective communication.

- 2) **Question/comment:** I was recently working on a business case for youth employment with global level advisors and they are now viewing the role of employers as important to understand young people and their opportunities. Young people are resources that you take on and grow as enterprises. They are much faster at learning things, picking up new ideas and they can see processes from different angles. That said, employers need to take the first step, and they should recognize and acknowledge that certain skills might be not exactly what they need. Therefore, we need to ask governments what they need and as a result, they need to ask young people what kind of skills and programs they require. In this way, it is an initiative that works for organizations and employers can look forward to for further guidance.
- 3) **Question/comment:** The challenge in our countries is very tough. When there is growth, employment does not necessarily follow. In Nepal, we do not talk about labour market and self-employment. Many young people would like to have regular and stable 9 to 5 jobs and there is also a social pressure to do so by elders such as parents. The major problem is that when we work with employers, we work with youth. However, there are no jobs. So, how can we make use of trade unions and employers for those aspiring for wage employment and how can our constituents help?
- 4) **Question/comment: Young people think that sometimes internships are not helpful. Employers need** to adjust their plans and change their perspective to understand us (youth) better.
- 5) **Question/comment** (representative from Mongolia): we are discussing about providing and having decent work outside schools. Our concern is if we initiate a project to reduce that 2.5 year period, is there any technical assistance that can be given to us?
Response: This is what we are trying to do. Our vision is to extract the best knowledge of youth employment policies to enhance and create new policies. We look forward to have close follow-ups with all of your countries and to provide a level of technical assistance which will be useful for your countries. However, first we should have very solid understanding of the situation on the ground. We now have much better understanding of the institutional landscape and we want to be working along with all of our prospective partners every step of the way.
- 6) **Question/comment:** From my perspective as a student, an internship is not adequate. When a young person enters university after schooling, he/she might not be offered specific employment positions and therefore, many youth take a big step towards an internship that

may or may not be useful towards their career of choice. For example, employers need to focus on specific areas so if the young person is an engineer, what type of engineer is he/she? This will further determine the specific requirements of a well -structured internship programme.

Session II: Understanding the Government of Japan funded project, “Analysis of youth employment policy and dissemination through global database and publications”

By Matthieu Cognac, Youth Employment Specialist

International Labour Organization

GLOBAL AND REGIONAL ASPECTS OF JAPAN-FUNDED PROJECT

- There is an emphasis on youth employment but the classification of youth employment as a critical aspect that we need to work in regard to labour issues.
- We need to make an effort to make information available for best practices to be shared between different countries. For example, an effective policy in Nicaragua can be useful for Timor Leste.

Background of the project

- We have been funded by the Japanese government with over US\$ 400,000 for 15 months. During this period, we have been supporting the compilation and analysis of youth employment policies in the region.
- There are five pillars to the ILO ‘Call for Action.’ The focus on Asia and the Pacific region derives from similar work conducted in other parts of the world. There is a similar process employed in Zambia, Cyprus and Russia for ILO to observe and replicate in this region. The project also builds on partnership with the YEN as well as strong ties between the World Bank and the ILO.
- NATLEX, the database on labour legislation is an effective tool. In addition, APYouthNet brings together 1,000 members in Asia and the Pacific region.
- The target group for the project includes decision makers and staff from national agencies involved in formulation and implementation of youth employment policies.
- In-depth policies include youth employment policies that remain active and those that exist today. The Governments of Sri Lanka, Cambodia, Singapore, Australia, Vanuatu, Korea, China, Mongolia and Japan have supported the project. In addition to policy reviews, we have in-depth reviews which have been conducted in Nepal, Indonesia and Mongolia.

- Future plans include:
 - (i) Taking stock.
 - (ii) Finalizing reviews: three reviews disseminated, published and accompanied by support and training, specifically from Mongolia.
 - (iii) Network of youth employment focal points should be updated especially within the ministries.
 - (iv) Policy development and adjustment.

YouthPoL Global Database Platform

By Valentina Barcucci, Technical Officer

International Labour Organization

Analysis of youth employment policy - global perspective

- The ILO work plan is part of a global work plan and has been set by our constituents and formalized at an international level conference in 2012. Analysis of youth employment policy and dissemination is being conducted through global database and publications. This work plan touches on various areas and ways in which it plans to operate knowledge dissemination and management.
- The areas of work include macroeconomic policies, education and training, labour market policies, entrepreneurship and rights of young people.
- The channels of delivery are a) knowledge development and dissemination, b) technical assistance and c) partnerships and advocacy.
- Without knowledge of the labour market, there is a higher uncertainty of good and effective policies. Therefore, knowledge makes policy-making relevant and effective.



Source: ILO

- A project performing well reflects good policy making on behalf of our constituents who continue to nurture and inspire the in-depth review process. There has to be a clear understanding of national youth employment issues in order to draw conclusions regarding policy-making. To gain this knowledge, the quantity and quality of youth employment is explored. In addition, demand and supply factors determining youth employment outcomes are identified. Furthermore, labour market features, economic and social policy mix and labour market institutions are to be focused on achieving policy development.
- During the process of forming a new policy, it is tremendously helpful to look at best practices globally. What Brazil, South Africa and Russia are doing would be useful to know in detail including the amount of funding towards such analysis initiatives. This is helpful for the Asia Pacific region as well as globally.
- Currently, there are two types of exercises that we are looking at. The first is a light review and it is a process through which we look at policies in a country. We have conducted this exercise in 11 countries in the region and we focus on a list of policies and laws that have strong impact on youth employment. We then place detailed summary of the policies together with the entire policy document. With 50 countries already practicing this initiative, this is a work in progress with new countries being added frequently. The second type of analysis we have been doing in Asia and the Pacific region and elsewhere, is much more in-depth. This exercise focuses on the labour market and it is a stepping stone at policy formulation i.e. emphasizing analysis of aspects such as employment, unemployment, supply and demand, quality of employment and comparing this picture with policy making, challenges and gaps in case data has to be adjusted to make strong analysis case. The first one is available on YouthPoL E-analysis – which is a global

platform with all countries involved in the analysis exercise marked in blue. The number of countries available varies depending on characteristics of policy making.

DISCUSSION SESSION:

- 1) **Question/comment:** Are there certain areas worth looking at or policies that are quite effective for youth employment?

Response: The platform does not favour one policy over another. It is not additional analysis on policy effectiveness but information provided on policy from the region.

- 2) **Question/comment:** if an individual asks a question on the policies in Nepal, who will answer question?

Response: the email addresses and mode of contact are mentioned on the webpage. Although there is no discussion and activity on the platform, there is interface for accessing information. However, the link to APYouthNet on the Asia Pacific page plays a more active role. Therefore, YouthPoL only provides information on policy and when there is a policy change, we can remain in touch with country offices to identify issues and find relevant policies to be checked by constituents. This work is performed more at country level with supervision from us in order for the policies to be classified in the same manner. It is now two years since YouthPoL has been around which enable us to be looking at new policies.

- 3) **Question/comment:** for more knowledge sharing for community and young people employment there is APYouthNet and other communities of practice on the ILO website. APYouthNet includes daily news updates, publications and talk shows. We have 1001 members to learn and view along with their inputs, publications, websites and views. APYouthNet is a platform for youth employment and good resources for young people to enter the workforce or begin university studies and research.

Session III: Additional key findings on youth employment policies

By Susan Divald, Research officer

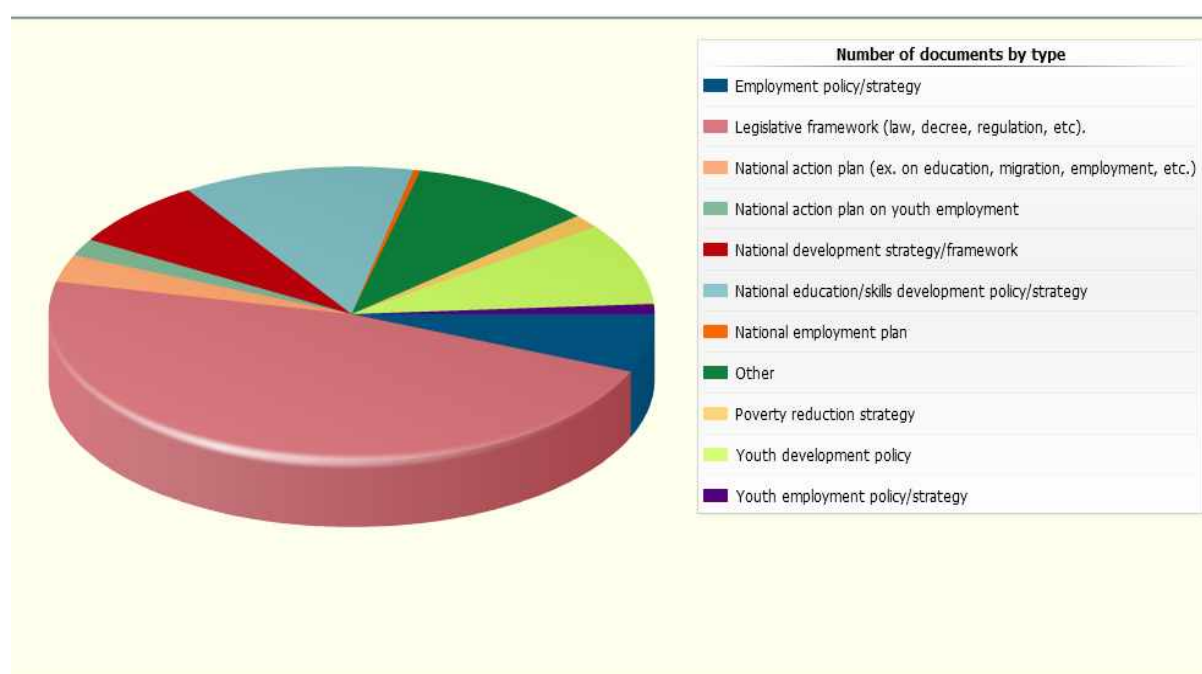
International Labour Organization

Additional findings on youth employment policies: Analysis from YouthPOL

Global and regional perspectives and country highlights and perspectives from Latin America:

Global perspectives

- There are 42 countries with a total of 267 documents.
- The six policy areas include macroeconomic and sectoral policy, enterprise development, education and training, labour demand, labour law and legislation and labour market policy. The two more frequently found areas are education and training and labour market policy.
- The nature of documents analyzed across six policy areas affecting youth employment include the following:



Source: ILO

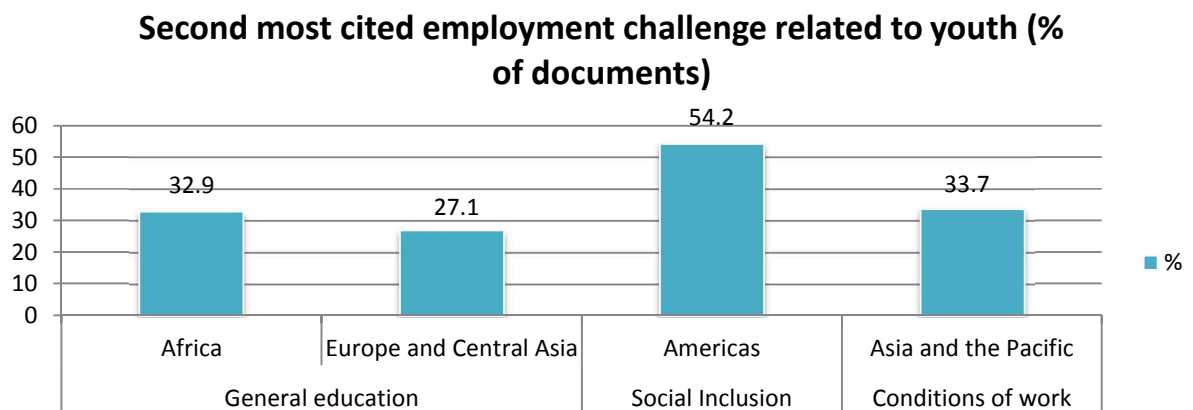
- The figure above shows that the third most common area is youth development policy but several aspects can be categorized under it such as health, community involvements, etc.
- Five regions were compared:

Africa	11 countries
Americas	11 countries
Arab States	1 country
Asia and the Pacific	12 countries
Europe and Central Asia	7 countries

- The most common policy area addressed by the documents was education and training. However, the least common policy area was either macroeconomic and sectoral policy and

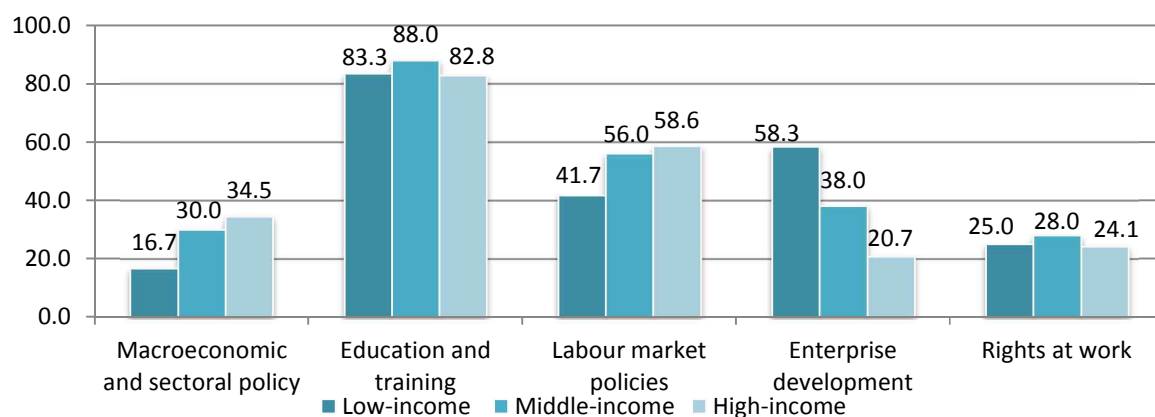
labour demand. Furthermore, the second most common policy area addressed varied by region.

- The top employment challenge related to youth that was addressed in the policies analysed was the quality and relevance of technical and/or vocational education. The second employment challenge varied by region:



Source: YouthPoL 2014

- The second most common policy area, for Africa and Europe and Central Asia, for example, was found to be quality and relevance of ‘General Education’ For the Americas it was social exclusion and for Asia and the Pacific it was conditions of work.
- Asia and the Pacific regional findings have been conducted by categorizing 11 countries by level of income in the draft publication “*Comparative Analysis of Youth Employment Policies in Asia and the Pacific.*” The 11 countries include Cambodia, China, Japan, Korea (Republic of), Malaysia, Mongolia, Nepal, Philippines, Singapore, Sri Lanka and Vanuatu.



- Education and training remained a common aspect across all countries regardless of income level. Rights at work was also an important policy area.
- In terms of macroeconomic and sectoral policy these are mainly fiscal policies with provisions for incentives for employers to recruit young people. Especially taking into account low income individuals, provisions to employ mostly within the agricultural sector.

Educational and training highlights: (popular area for policy making):

- Technical vocational education and training (TVET): aligning curricula with industry.
- Apprenticeships and work experience.
- Career education. e.g. in Japan career education is provided as early as elementary schools and guest speakers are invited to speak to junior high and high school students.
- Scholarships. e.g. in China, secondary vocational state scholarship is available to rural students and urban students with economic hardships.
- Recognition of prior learning. e.g.: In Sri Lanka, the National Human Resources Development Policy is providing formal recognition of skills learnt by those abroad who have returned home.

Other key examples include the Philippines where an internship programme has been created for young people out of school and for people with special needs. So, how does the content of the measures relate to the recommendations of the *Call for Action*?

- TVET: very little involvement of stakeholders.
- Non-formal learning and remedial education.
- ALMPs and social protection.
- Transition to formality: there is a call for action for youth to transition to formality.
- Entrepreneurship in the curricula.

Highlights from Asia-Pacific

By Na Eun Mun

Key findings from youth employment policies in Asia and the Pacific

- Participated in policy reviews for Singapore, Australia, Cambodia and Korea – 36 policies from 4 countries in Asia-Pacific.

- **Australia:** since 2008, the youth employment rate is increasing. Most people attend primary and elementary education and it covers social security as well. National minimum wage depends on age of young people as well as whether you are on internships, traineeships, etc. The country has an education system that is easily acknowledged abroad that fits well globally. Among analysis highlights, we focus on:
 - a) Indigenous economic development strategy 2011-2018.
 - b) Aboriginal and Torres Strait Islander Education Action Plan 2010-2014.

To increase improvements in the educational outcomes of Aboriginal and Torres Strait Islander children and young people in order to help them make a successful transition from school to work and further study:

LABOUR MARKET POLICY	• Raising income support payment for eligible students and single parents to encourage and reward increased hours of work • Providing more help to jobless families who are not working or studying to meet regularly with Centrelink to plan for their return to work.
ENTERPRISE DEVELOPMENT	• Promoting participation in business administration and business management training through vocational and tertiary education courses.
EDUCATION AND TRAINING	• Providing access to career services for Aboriginal and Torres Strait Islander students and their families to support informed career and study choices • Improving access to school-based accredited training, including traineeships and apprenticeships, for Aboriginal and Torres Strait Islander students in Years 10-12 • Providing flexible schooling options and supporting young people who have left school early to reconnect with education. • Supporting the Australian Indigenous Education Foundation in providing over 230 six-year boarding school scholarships for Indigenous students to attend leading schools in the country.

- **Cambodia:** although youth employment rate is low it does not translate in good outcomes. Most employed people are enrolled in informal work and cannot leave their jobs in fear of a loss of salary. The government wants to increase capacity for workers for the future. Unlike the other three countries analyzed for the project, Cambodia has a national re-entry training programme. Among analysis highlights, we focus on:
 - a) Non-Formal Education National Action Plan 2008-2015.
 - b) National Policy on Non-Formal Education.

To create the human resource base necessary for achieving national goals of peace, sustainable poverty reduction, economic growth and social equality:

ENTERPRISE DEVELOPMENT	• The short-term income-generation training focuses on skills for improving daily life, improving a current career, finding wage employment and establishing a business. It is also important that the programme be linked to small-scale credit schemes for those skills which require a small capital investment in order to generate income. • In some areas with widely dispersed population centers, mobile training teams may be arranged to deliver income-generation activities.
EDUCATION AND TRAINING	• Primary equivalency and lower secondary equivalency programs are aimed at providing a structured, non-formal, part-time education curriculum leading to equivalency certifications. • Providing easy knowledge and skills for people to respond to the needs of its people and out-of-school youth and increase the understanding of farming to improve their knowledge and career for their daily living through Community Learning Centers. • Re-Entry Programme focuses on collecting dropped out students in the formal school system at all levels to re-enroll by completing 2 months of training.

- **Korea:** youth unemployment decreased to 9.4% in 2013. It is interesting to note that there are 13 youth employment policies and the focus remains on specific industries supporting fisheries and agriculture. The government wants to promote these areas despite being an advanced economy. In addition, science and engineering are being promoted, with focus on female engineers and small start up enterprises. Using common policies in agriculture, there has been a holistic approach towards the agriculture sector i.e. technical and vocational training. In addition, there is financial and consultancy support for startup entrepreneurship and for people who want to start agricultural entrepreneurship.

To foster competitive agricultural and fisheries enterprises and stabilize income of agriculture or fisheries enterprises:

ENTERPRISE DEVELOPMENT	• Supporting business start-up conducted by special educational institutions in relation to agriculture or fisheries. • Providing financial support for each phase of development for selected next-generation agricultural or fisheries enterprisers. • Providing consulting service, education on agricultural technology and business management, or other support for each phase of development for sustainable development of selected next-generation agricultural or fisheries enterprisers.
EDUCATION AND TRAINING	• Providing for field training of persons who intend to engage in agriculture or fisheries, with cooperation of outstanding agricultural or fisheries enterprises. • Supporting schools specializing in agriculture or fisheries or educational courses for practice or business start-up conducted by special educational institutions in relation to agriculture or fisheries in order to secure human resources for the future of agriculture and fisheries.

Highlights from Latin America

By Rubi Hernandez-Godinez, Latin America (session conducted via Skype)

Key findings from youth employment policies in Latin America:

- YouthPoL analyzes 24 policies for youth employment from 11 countries: Argentina, Brazil, Colombia, Costa Rica, El Salvador, Honduras, Jamaica, Mexico, Paraguay, Peru and Uruguay.
- Main challenge when identifying relevant policies is the formulation and implementation features.
- Legislation is the main instrument that Latin American countries used to enact youth employment policies. 9 out of 11 countries in Latin America issued laws and decrees. These countries are Argentina, Brazil, Colombia, Costa Rica, El Salvador, Jamaica, Mexico, Paraguay and Uruguay. Also, 18 out of 24 policies analysed in YouthPoL are legislation.
- Brazil and Colombia are two key examples of legislation for youth employment policies.

BRAZIL MAIN FINDINGS:

It can be noted that formulation and implementation of Programs do not correspond to features.

- Enacted through **decrees and laws**.
- Formulated at the highest government level, in this case by the **President**.
- Not limited in time, and the **role of the Government is essential** to implement them.

COLOMBIA MAIN FINDINGS:

- Law no. 1450 used as an instrument to establish a National Development Plan which defines a 4-year time frame for its implementation.
- Youth Employment Plan for the Magdalena Department and the Santa Marta District
- The role of Government is essential to implement policies but the time frame of 3 years is limited. However, the benefit is that all actors are involved in the implementation from trade unions and employers to ILO, national government actors and Magdalena department workers.
- There are 14 legislation frameworks and six youth employment strategies.

IN SUMMARY:

- Brazil: decree establishing the national youth inclusion programme.
- Colombia: youth employment plan for Magdalena department and Santa Marta district.
- Costa Rica: public policy of the young person and action plan.
- Jamaica: youth entrepreneurship strategy.

In regard to main findings in the policy areas:

- 15 policies cover the Enterprise Development policy area: Colombia (4), Costa Rica (2), El Salvador (1), Honduras (1), Jamaica (2), Mexico (2), Peru (1), and Uruguay (2).
- 20 policies cover the Education and Training policy area – Argentina (1), Colombia (5), Costa Rica (2), el Salvador(1), Honduras (1), Jamaica (1).
- **Brazil** youth employment policies focus on promoting **access to technical education**, professional education programs, and schooling of youth.
- Other countries focus on promoting employment for youth through **labour demand**.
- **El Salvador** established incentives to recruit young people such as tax rebates for enterprises.
- **Paraguay** has a system of wage subsidies for young people, which provides up to 30% of the salary.
- **Uruguay**, on the other side, offers to those companies that employ youth –first job or practical experience/ training for graduates- to promote the company and its brand, through the communication channels available to the public agencies involved.
- Both Argentina and Colombia have internship programmes. In Argentina it is not mandatory but it is applicable for students over 18 years of age who will receive stipend from government agencies.

DISCUSSION SESSION:

- 1) **Question/comment:** What is the labour recruitment process like for those migrating from other countries as well as for citizens leaving their countries to work overseas? **Response:** we capture provisions focusing on youth. In terms of working and returning, recognition of skills gained abroad would be one provision to look into. Also, some provisions within social protection can be tapped into. Ensuring that workers from Mongolia, for example, have been given adequate information before they go abroad and that they have proper access to social assistance. More detailed information is present on the YouthPoL website for ‘recognition of prior learning’ learnt abroad, with particular focus on youth.
Follow up question: whether different countries have been researched or placed emphasis on policies that focus on foreign workers? Lately Indonesians have been denied work in

Singapore. As *ASEAN Economic Community* is coming up are policies relating to young people covered in the report?

Response: Indonesia was not covered. You are looking in terms of being able to travel and work. There were some national acts covered such as the Vanuatu seasonal employment act which regulates companies recruiting young people to work abroad. Those companies have to abide by a series of regulations. Indonesia was not analyzed, but movement of labour means issues such as seasonal employment, labour laws, etc. come in to play.

- 2) **Question/comment:** Do we have an understanding on whether or not countries that are analyzed in general are doing a good job at regulating policies that cater to the core policies?

Response: We have two main countries, Peru and Honduras which indicate in time, the commitments, deadlines and monitoring and evaluation systems to help us see if they are doing a good job. There are other countries such as Mexico where the YouthPoL policies mainly address demands by society. Also, a high unemployment youth rate cannot be covered in a policy because the focus becomes too narrow. In the case of Brazil, policies can be seen in terms of addressing some demand while needing to find new systems of monitoring and evaluation.

- 3) **Question/comment:** When we talk about the majority of youth, they land in the sector of informal work and unprotected jobs. So, when you analyzed the data, have you come across comprehensive and social protection schemes for youth in unprotected work?

Response: When they explain the provisions of different policy areas we analyzed, we didn't find such schemes. I think the issue is how youth unemployment is measured in, for instance, Mexico where they do not count people in informal work. They do not understand this particular issue.

Session IV: Presenting policy reviews

*By Lakshmi Boojoo, Director of Economic policy and Competitiveness Research Center
Mongolia Policy Review*

In-depth review of policies for youth employment in Mongolia:

Socio-demographic characteristics of young people:

- In 2013 the population of Mongolia was 2.93 million, of which 1.1 million (37.7%) were aged between 15 and 50.9% were male.

Challenges:

- According to the most recent population and housing census in Mongolia, a total of 713,780 households were accounted for in 2010. Of this 27.0% were extended and/or mixed family households where people lived with parents, relatives, or rented. Around 62.6% of young families were extended and/or mixed households. Housing is a huge issue in a country where young people want to move out of their parents' accommodation but are bound by cultural and financial restrictions.
- Gender plays an important role in the youth labour market where the highest university graduates are female but the number of female school teachers is far lower than that of male teachers.
- Employment rate among youth in urban areas has increased but for rural areas it has not.
- With 45% of the Mongolian population living in Ulaanbaatar, there is a strain on resources in the city with higher dependence on job availability and sustainability of economic abilities/services.
- Out of 199,000 people, aged between 15 and 34, 31.3% of them are in the informal sector because they need startup capital. Another instance involves young people migrating from the countryside to the city where it is easier to be in the informal sector while looking for new and better opportunities.
- The transition from school to work can be challenging for some individuals who do not have sufficient experience. After a Bachelor's qualification, young people might be looking for one year of job experience before pursuing their Masters degrees.
- Lot of university students have chosen subjects as per their parents' choice. After their Bachelor's degree, many are looking for work but they feel like they should have studied a subject of personal choice.
- School dropouts: we need to have 1-2 months short training programme for young people who drop out of schools early.
- Informal work: the definition and negative stigma surrounding informal work needs to change as it currently means unprotected work.

Way forward:

- For school dropouts, employment training measures are structured in a very specific model to support young people being hired for short term by companies or to be assisted by the Government until they receive a contract. One such example is the training programme in rural areas where young people are able to repair mobile phones after training and can receive jobs. Citizens can also enroll in a partnership or cooperative in rural areas with friends and relatives for micro loans, financial assistance, how to run a business, etc. Furthermore, there is a specific programme for herders. Herders are self-employed and not socially insured which means they lose livestock and they are unemployed in harsh weather. The programme helps them better survive in harsh conditions. Suggestions for other programmes include young people conducting short term work experience in the countryside to help rural areas. However, it is not a sustainable method and long term options need to be tapped in to.

- SUM development fund is another solution aimed at curbing unemployment rates in Mongolia. At the local level, they are providing long term discounted loans and financial incentives for employers who create new jobs. Financial incentives to purchase new machinery, consultancy services and loan guarantee services will also be provided.
- We also require more sectoral jobs such as construction and mining. The current issue is that a lot of people employed in the construction industry are not socially protected. Therefore, we need to focus on decent work and how existing programmes can be modified to remove social stigma surrounding specific jobs.

DISCUSSION SESSION:

- 1) **Question/comment:** Mongolia currently has financial incentives such as cash handouts for pregnant women. How can the Government change such schemes to better tailor the needs of people? i.e. it is easy to hand cash to someone, however, the scheme should be more concrete and long term. Also, what are other non-financial incentives to encourage people to work?

Response: The Government needs to work on increasing wages for young people.

- 2) **Question/comment:** If a person can receive a contract from an employer, then they should be eligible to undergo appropriate training.
- 3) **Question/comment:** Mongolia has experienced fantastic economic growth based on natural resources. The economic growth has experienced double digits and the mining, and construction industries have boomed. What can be done to reflect on what avenues exist for employment growth exist?

Response: following a career choice as per parental consent might not be what young people always prefer but this type of research and development can also be a positive. Many young people can move with whole family to countryside to work in the agriculture sector. Also, the construction sector might not sound appealing to all young people but it holds seasonal job opportunities. Many young individuals need to begin with the informal sector in order to bring themselves in to the formal working conditions and work force.

- 4) **Question/comment:** In Mongolia, the new Government is planning to have a policy on structural changes. In the Mongolian Government, the new policy ministry plans to move from 'brown' to 'green' economy. Therefore, the focus should not be based on a single industry such as mining. Rather it should be a 'rainbow' economy which reflects diversity.
- 5) **Question/comment:** This time we did not have enough young Mongolians graduate. In such instances, successful sectors of the economy such as the mining sector can help youth to be employed as it requires a sufficient workforce.
- 6) **Question/comment:** Does the societal pressure and culture of Mongolian society of asking the permission of parents for topic of study and career field share similarities with other youth in Asia and the Pacific region?

Response: Yes. Like in Mongolia, parents in Thailand also have a strong role in deciding what their children will be studying in university. There is also lack of professional advice

and counseling services that would help young people decide better for their future. Indonesia shares the same scenario where the high school options are restricted to a choice between natural sciences and social sciences.

- 7) **Question/comment:** There is often a social stigma surrounding which job ‘sounds better’ i.e. the profession of a doctor is well received by many societies not necessarily because parents know of jobs faring well in the current economy but more because there is no negative social view surrounding the profession of a doctor, for example.



Nepal youth activist Mr. Santosh Acharya discusses the common issue of social stigma in employment affecting all three countries.

- 8) **Question/comment:** An interesting initiative started in Queensland; Australia was to work with both unemployed parents and their children (young people). In this manner, the parents receiving jobs was a way to inspire their children to get jobs as well. This initiative was received especially well in the case of bus drivers and their employment in Queensland.
- 9) **Question/comment:** there is a lot of pressure many children in Asia personally feel to be financially independent as their parents provide finances for education purposes.
- 10) **Question/comment:** Vocational training programmes can be more useful than career coaches because the latter are not open-minded or creative to adapt to the views, needs, creativity and passion of young people and their employment.
- 11) **Question/comment:** The idea of parents wanting the best for their children is inherent in all cultures. However, it is important that ILO includes a campaign of some sort which aims at young people and their originality to be able to achieve what they want. For this, it is crucial to have role models whether they are in the academic field or in sports. In addition,

a successful social media campaign can reach majority of youth in the region as they are well connected via various modes of communication technology.

Findings from Nepal policy review

By Nita Neupane, Programme Officer

International Labour Organization,

Nepal Policy Review

Review of policies for youth employment in Nepal:

- Background: to build and share knowledge on youth employment policies in Asia and the Pacific.
- Objective: to support policy makers in managing youth employment crisis through informed policy decisions.

Rationale for focus on youth employment policy:

- (i) Young people are seen as a majority within the informal economy. They cannot afford to be unemployed especially because many of them belong to disadvantaged or marginalized communities.
- (ii) Youth aspiration for better work and challenging opportunities.
- (iii) Many lost the opportunity to attend or complete school and vocational training programmes.
- (i) Nepal experiences high external migration, of almost 1100 people going out of the country in search of better opportunities. However, travel to other countries for work does not necessarily translate to better jobs.
- (iv) Political instability: due to Nepal's unstable and uncertain political structure, other aspects such as job opportunities, demand and supply, etc. suffer.
- (v) Economic development: all three political parties in Nepal are now focused on economic development which is a positive sign in moving forward with youth employment strategies and policies.

SITUATION ANALYSIS

Economic context:

- Nepal's economy is heavily based on agricultural output with the positive aspect that the world economic crisis did not affect the country much.
- There is underperformance in the industrial sector – the International Labour Organization research shows that the eighth criteria of the labour laws shows a lack of private investment in combination to the unsettled political environment.
- Huge remittances are sent back in to the economy by Nepalese migrant workers employed abroad. These remittances make up 23% of the GDP of Nepal's economy. However, majority of the migrant workers are low skilled labour and so, such non-official remittances will not be recorded. For example, many migrants from Nepal travel to India for work and send back the highest number of remittances coming into the country. However, due to unrecorded work and open borders between the two countries, these remittances are not recorded. Growth is recorded through domestic consumption instead.
- The growth rate is reducing and there are not enough utilized jobs. Studies have indicated that labour migration is predicted to rise by 2015.

Employment trends:

- The participation of women in the labour market of Nepal is increasing tremendously. Therefore, there is an even greater need for increasing education and employment for women. In rural areas, most males migrate to other countries for work while females stay in Nepal but the latter also have pressure to find work.
- Self-employment programmes as well as the agricultural sector are being focus on for higher participation of female employment.

Education and employment:

- The National Representative Survey also known as school to work survey focuses on the youth labour market. They represent full population of the country as well as data on employment, who are these people, do they experience unemployment, why and when do they enter the labour market, etc.
- The total literacy rate is around 60%.
- There is a higher rate of unemployment and inactivity amongst educated youth.
- Returns to education are not high enough for better educated people.
- One of the policies implemented towards improving the situation of youth employment is the National youth policy introduced in 2010.

Relevant youth employment policies:

- National Youth Policy
- Industrial Policy
- National Agricultural Policy

- Technical Education and Vocational Training Skill Development Policy (TVET)
- Labour and Employment Policy

National Youth Policy:

- Provisions on education, livelihood, employment, social security and special group priorities.
- Developing technical human resources in agriculture and forestry, water resources and tourism.
- Promoting skills and training centers in tourism, cottage industry and the agro-industry.
- Most of the policies barely have a focus on employment. For example, agriculture has focus for agri-output and growth. However, most policies do not talk about employment opportunities.
- The majority of the returning migrant workers have adapted agricultural career opportunities which can be viewed as a highly positive sign for Nepal's economy and youth employment sector. The latest trend among returning migrant workers has been a gain in skills and higher risk taking behavior acquired during employment abroad.

Industrial Policy:

- Targets youth in the area of job creation in limited manner.
- Capacity enhancement activities for development of industrial skills, entrepreneurship and industrial management will be launched as a campaign. This will be done to attract creative youth talent to industrial enterprises and industries.
- Young people and women will be recruited via special provisions such as micro-enterprises, cottage and small industries through Business Incubation Centre.

Agriculture policy:

- To curb economic growth and poverty alleviation, commercialization of agriculture has been proposed.
- The return of many young people from overseas employment to be engaged in agricultural sector of Nepal in recent years makes commercialization of agriculture a promising start.

Finding of policy reviews:

The TVET Policy 2007 has five main elements:

- Expansion of training services and opportunities through deregulation, autonomy, outcome quality assurance, free start-up support.
- Inclusion of disadvantaged groups and individuals through stipends, preparatory and support courses for mainstreaming, recognition of prior learning.

- Integration of various training modes and pathways through vocational qualification framework for formal, informal, non-formal training/learning, bridging courses, promotion of career ladders, career guidance.
- Relevance to link training content and outcome economic demand through licensed trainers with industrial exposures, curricula based on occupational standards, on-the-job training, independent assessment and certification.
- Sustained funding to ensure that TVET markets can take off through increase in public funds, fees for all training beyond three months, TVET development funds, contributions from former stipends recipients).

Key messages of Nepal TVET and skills:

- To citizens: every Nepali shall be entitled to at least three months of employment training free of charge, beyond which opportunities will be made available on a fee paying basis.
- To training providers: all businesses and institutions will be encouraged and supported to offer skills development for school leavers and the national workforce.
- To the business community: the supply of workers, competent and confident in their occupation will be increased. This will, as a result, enhance national productivity.

Way forward:

- Development of a strong and functioning market for TVET and skills development.
- To alleviate poverty through the creation of income generating employment.
- The draft of the *National Employment Policy, 2013* which gives more importance to youth employment. Among its seven objectives, one objective directly addresses the youth labour market. The concerning policy and programmes include labour market policy, employment service/exchange centre, promotion of vocational education and training and other targeted programmes.
- To further build on new strategy and policy implementation for youth employment, it is necessary to look in to previous policies such as the Technical Education and Vocational Training (TEVT) policy of 2007. TEVT aims at addressing specific gaps. Currently, service providers are mostly targeted on urban sectors which need to branch out to the rural areas. In addition, social stigma associated with enrolling in vocational training programmes and diploma programmes needs to be addressed.

Additional developments:

- The draft of national employment policy 2013 is being developed.
- No projection for what human resources are required for planning further.
- For the mid-term and the next few years, our youth have to be able to create their own jobs and we have to help them in doing so unless they receive long term paid employment.

DISCUSSION SESSION:

- 1) **Question/comment:** Young people are either entering service sector or migrating abroad. The contribution of agriculture towards the economy is 74%. How can employment be increased within the agricultural sector?

Response: We are hopeful because of the new government. Many people are outside the country and wanting to make investments in Nepal but still there are hurdles. In addition, there are major issues such as power outages for up to 12 hours per day. There are definitely good indications. However, implementation of policy needs a supportive environment. Another issue is that we should generate more self-employment schemes to those unable to access information. The government has introduced such a scheme for people six years behind but this provides housing fees. These individuals are not compelled to go out of the country but it would be better for them to stay and generate income within current economy. 25,000 people till date are benefiting from this scheme. Now, government has realized youth employment is an issue. Why is this not properly functioning? Other progress includes the Government's priority towards TVET. A labour market reformation is also under way – labour law will now cover informal sector and they provide social security to all which has provision of employment, casual employment, Government employment, etc.

Indonesia policy review

By Sriani Ameratunga Kring

(Data compiled by UCW)

Findings from the Indonesia Review of Youth Employment Policies

Indonesia: Social and Economic Context

- Indonesia is a very resilient economy being one of the world's top 20 economies and accounting for 1.2 per cent of the global GDP in 2012.
- It is also the largest economy in ASEAN in terms of GDP and it constitutes for 30 to 40 per cent of regional income within ASEAN in any given year.
- In 2002, it became one of the first countries to recognize youth unemployment when it registered as a lead country under the Youth Employment Network with the UN and the

World Bank. In addition, institutional mechanisms were put in place to address youth employment from 2003.

There has been a drop in youth unemployment since 2006 (from 30 per cent to 18.6 per cent). However the ongoing challenges are as follows:

- Progress is uneven as economic activity is concentrated in Java.
- Growth currently projected to be 5.2 per cent this year has fallen.
- Almost one-third of youth enters the labour market with primary education or less.
- Other challenges include 19 per cent unemployment, increased migration and gender and regional disparities.
- High migration, higher income inequality
- Women's wages are 73 per cent of wages for men. The wage premium associated with education is greater for male youth than for female youth.
- 25 per cent of external migration is young people.

- **Indonesia is experiencing a demographic dividend / bonus (high working age population and low dependency ratio). Indonesia has 50 per cent of its population under 29, and 60 per cent under age 39.**
- **Over 47 percent of young Indonesians aged 15-24 years were in the labour force in 2012.**
- **Despite structural shifts, agriculture absorbs the largest share of youth employment**

- Informality is dropping but 50 per cent of young people are affected by informal work. Levels of informality are especially high in rural areas and in specific regions of Java.
- About one in three employed youth remains underemployed, indicating substantive underutilized productive capacity in the youth labour force.
- Disadvantaged groups within youth population include young women and young people from rural communities, lower income brackets and disadvantaged regions.
- Unemployment also appears amongst highly educated groups which can be seen as a perverse outcome, since the overall trend is that higher levels of education lead to better youth employment outcomes.

Progress:

- Strong investments in education are paying off with young Indonesians staying in education longer and entering the labour force later.

- Higher education levels are associated with a greater likelihood of a salaried job and of formal sector employment generally, underscoring the important link between education and job quality.
- Returns to education in terms of earnings are significant at all levels of educational attainment.
- A wide range of regulations and policies have been put in place since 2007 to address challenges of low productivity, informality, weak enterprise growth, promoting entrepreneurial culture from an early age etc. Ministry of Youth and Sports has a strong role in youth entrepreneurship.

Passive labour market policies

- Several passive labour market policies have been proposed including employer and employee funded unemployment insurance, conditional and unconditional cash transfers, subsidies and other social welfare programs.
- The challenges include inadequate statistical data collection at regional level. This makes accurate targeting difficult, and lack of awareness amongst potential participants.

Active labour market policies

- Includes various short term employment creation programmes, training programmes etc.
- The Ministry of Planning in Indonesia has established five priorities for employment creation for young people:
 - Policy coherence for optimizing youth educational attainment.
 - Skills improvement for employability.
 - Improve the quality of apprenticeships.
 - Increase opportunities for youth entrepreneurship.
 - Improve knowledge sharing, in particular access to labour market information.

Way forward:

- The need for greater connection to skills delivery mechanisms, linking supply and demand.
- A strong infrastructural development programme has been planned which will stimulate demand and support regional development in the period up to 2025, but there is untapped potential to link these programmes with explicit youth employment targets, and with skills delivery institutions.
- Social dialogue on youth employment aims at bringing together individuals from different ministries.
- To greater mainstream youth employment in to all national development frameworks.
- Need for greater investment in ALMNPs – can have greater benefits for younger people
- To increase access to skills in technology, finance, etc.

Greater investment in education is now bearing fruit. However, the demand side also needs to be examined. Other areas of focus suggested are the need for more and better quality data at regional level and greater awareness among potential candidates.

DISCUSSION SESSION:

- 1) **Question/comment:** Is there any data available on how the Government plans to bring young people in to vocational trainings and how effective has this been?

Response: Often linkages with demand are not very effective. In many instances, vocational schools are more supply oriented and they have no specific uptake on data. The Government has been trying its best with slogans such as “vocational school graduates can also be successful.” Lot of employers still require us to come from specific universities to be accepted for a job.

- 2) **Question/comment:** Do you know what the equivalent system is for secondary schools and vocational training schools?

Response: Some secondary schools are starting to accept vocational school graduates. In Indonesia, vocational schools have very specific focus such as fashion design, tailoring, mechanical engineering, etc. but it is uncertain to know about an equivalent system for secondary and vocational schools.

- 3) **Question/comment:** Majority of youth receive low wages. Is this the reason young people are migrating for employment?

Response: A major reason is because jobs accessible to young people within the domestic labour market are low quality and offer low wages which might contribute to low employment rates.

- 4) **Question/comment:** It has been mentioned in the presentation that there were more people looking for work due to the status of the economy. Is it viewed in that manner in Indonesia? Is growth the fundamental problem for jobs for young people?

Response: Lot of people in Indonesia do not realize that our economy is performing better today because we faced a situation economically worse than Thailand faced in 1997. However, what we have realized is that having a high level of growth means a lot multinational companies have also experienced negative growth and prices have been on the increase which could pose as bigger challenges in the coming years. It depends on policies. If the growth of the country is based more on employment policy then we are likely to see better outcomes.

- 5) **Question/comment:** Within the youth population, there is gender gap for jobs between young men and young women.

Response: For Indonesia, the gender gap lies in the education sector which could be the reason we see the same gap in the employment sector. Most girls simply go through education because they are obliged to do so. The career of women in the country usually speeds up by the time they reach age 31 as opposed to that of men. This is because the

majority of women are pregnant or married at an early age. Advantageous employment policies associated with cultural norms are being introduced such as companies providing work from home policies and establishment of day care centers at offices for working mothers. A similar initiative has been put forward by the Government of Japan in its country to extend working time for women in order to make maternity leave easier. Japanese women usually tend to stop working after entering marriage or during pregnancy. For those women wishing to re-enter the workplace, the Japanese Government is introducing effective initiatives.

- 6) **Question/comment:** Will the new Indonesian government, have a positive impact on youth employment policies and raise minimum wage?

Response: We will have a new president next month (October 2014). There are a high number of cases of young migrant workers outside Indonesia who are facing problems and yet people are still leaving country just to receive higher wages. It is important to address the issue of mistreatment of youth migrant workers abroad as well as how domestic employment setting can be improved. In terms of productivity Nepal and Indonesia share similarities regarding subsistence farming and perhaps, both countries can share best practices with each other with that aspect.

DAY TWO – 16 SEPTEMBER, 2014

Session V: Developing employment policies

By Kee Beom Kim, Youth Employment Specialist

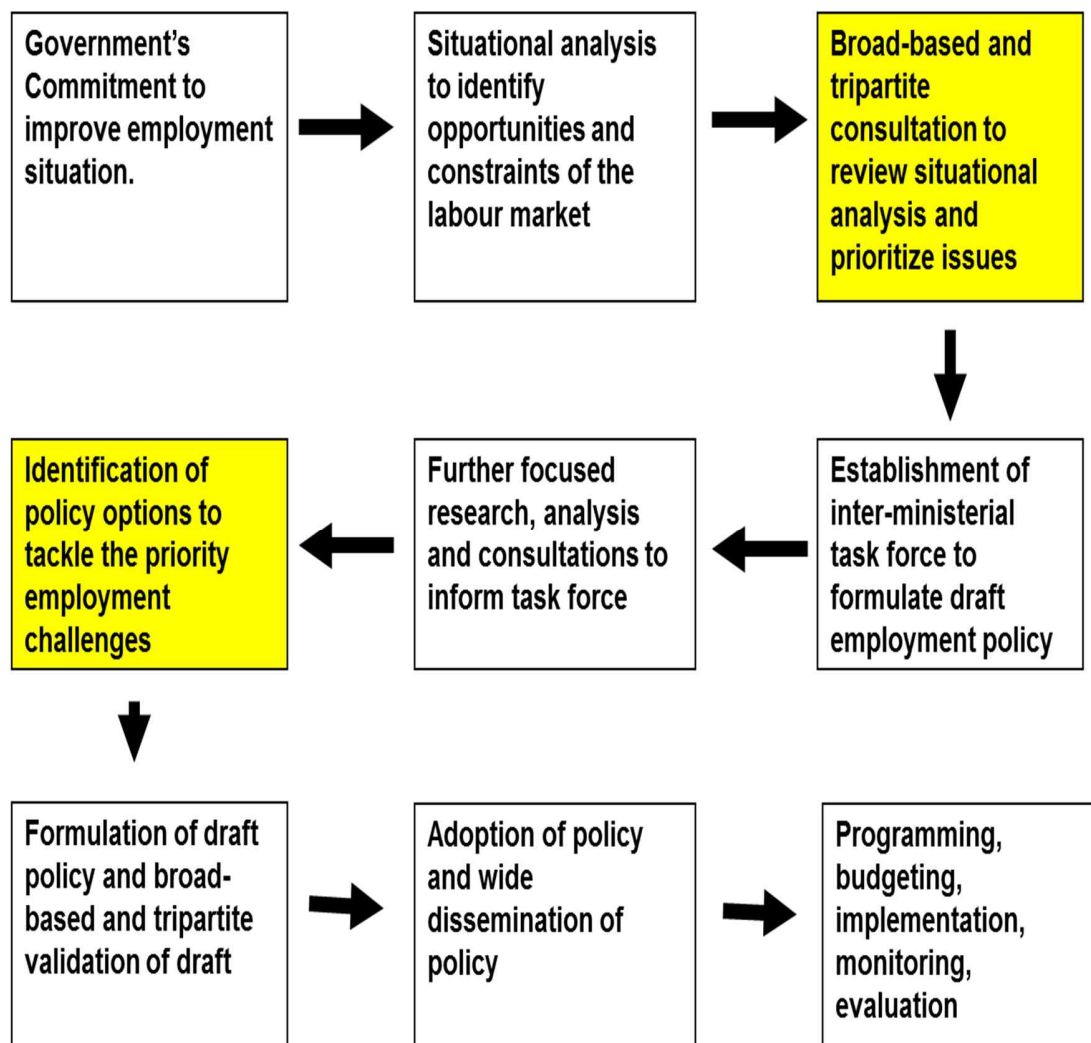
International Labour Organization

Economic and employment challenges:

- Countries in the Asia and Pacific region face complex economic and employment challenges, including in some cases ‘jobless growth’ i.e. weakening relationship between economic growth and job creation. In China for example, GDP growth rates are high but employment growth rates are low.

- The challenge not only creating jobs but also improving the quality of jobs, including those involved in ‘vulnerable employment.’ Associated problems include inadequate earnings, poor working conditions, limited social protection and no legal recognition.
- Currently, the global average unemployment rate is about six per cent which is higher than in South Asia, South-East Asia or East Asia. On the other hand, the vulnerable employment rates in South-East Asia and the Pacific and South Asia is significantly higher than the corresponding global rate
-
- Young individuals often lack the voice and social protection especially in Asia where the focus needs to be on both improving the quality of jobs and creating more employment. E.g.: in the Philippines, the updated development plan targets an unemployment rate of 6.5-6.7 per cent, creation of 700,000 new jobs and an underemployment rate of 17 per cent.
- Countries such as Fiji and Cambodia have requested the assistance of the ILO to develop national comprehensive policies. G20 countries have also developed employment plans to promote better quality and productive jobs to achieve strong and sustainable growth.
- The Post 2015 development agenda also recognizes the importance of full and productive employment. The Open Working Group on the Sustainable Development Goals has proposed 17 goals including one on the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

EMPLOYMENT POLICY PROCESS:



Source: ILO

Employment policy – process:

- Governments have in some cases set up inter-ministerial committees to formulate an employment policy. It is also important to conduct additional consultations in specific areas, for example more and better jobs for women and youth

Employment policy goals:

- ILO Convention 144 provides the framework for employment policies, which are active policies designed to promote full, productive and freely chosen employment. The main strategic elements include:

- Quantity: there is work for all who want to work.
- Quality: such work is as productive as possible.
- Non-discrimination: irrespective of race, gender, age, religion, political opinion, social origin, etc., there is freedom of choice of employment and fullest possibility to use skills.

Way forward:

- Employment policies need to be integrated but the priorities and policy interventions of employment policies/youth employment policies will vary, informed by careful analysis of the labour market and tripartite and broad-based consultations

DISCUSSION SESSION:

- 1) **Question/comment:** The Mongolian economy has faced numerous challenges in the last year, especially the exchange rate against the dollar which has dramatically changed. This year, the Mongolian central bank increased interest rates. What kind of policies should the Government or ministry follow?

Response: In regard to monetary policy, the challenge is that if interest rates are increased, the exchange rate can appreciate, which may make manufacturing certain products in other countries more competitive. As such some countries have sought to maintain a competitive exchange rate to drive exports. Other means may include to support specific sectors may include fiscal incentives, tax breaks, or export guarantees.

- 2) **Question/comment:** Graduate unemployment is not just a supply side problem but a structural problem. There is not enough demand for the type of skills being gained by youth. What policies can be put in place to reduce graduate unemployment?

Response: Many young, educated people do not have the skills that employers require. It is important that we continue to invest in education training but that will not be sufficient in countries where structural change has not happened. Demand side policies to support structural change to higher productivity sectors are also important.

- 3) **Question/comment:** What factors can the Employers Organization of Indonesia employ to address issues highlighted within the yellow boxes in the presentation?

Response: Private sector inputs represented by employer organizations are critical for an employment strategy, as are the inputs of worker organizations being at the heart of the production process. The incentives and policies that governments provide make a critical impact on workers and enterprises and hence the critical need for their engagement in planning, implementation and monitoring.

Session VI: Talk show

Moderated by Delnaaz Irani, ABC Network Presenter, Australia

Panel I – youth leaders:

Alanda Kariza, Indonesia

Sataporn (Ploy) Sereepong, Thailand

Santosh Acharya, Nepal

Question: What do you see as some of the youth employment challenges in your countries?



Talk show host Del Irani interviews youth participants on issues focused on youth unemployment in their respective countries.

Response:

Alanda: Although the Government is providing free education in schools, it is still difficult to afford university education. The second challenge is that due to the sheer size of Indonesia, people in remote areas cannot be reached with adequate training, education and there remain the issue of equality.

Santosh: It is a similar story in Nepal where the access to quality education is very low. The major focus is that even though young people might have access to education, does it fit the needs and skills of social participation and community development programmes? Young people do not have access to quality education.

Ploy: In Thailand, public schools are not expensive but only talented students can be admitted. There are many private universities but they are exclusive for certain class of individuals who can afford the tuition. Therefore, education is not standardized and affordable for everyone.

Question: Is having a quality education most important? How are vocational schools viewed in your culture and your country?

Ploy: Thai society has a negative attitude towards vocational schools. Neither students nor their parents wish for them to attend such schools.

Santosh: Vocational training is a stepping stone in to the market but it might not be regarded as the best education. So, it might not be the complete solution but it helps young people gain skills that they require. Some people have different perception to such schools due to differences in social status.

Alanda: This scenario is similar to Thailand. Vocational schools are associated with lower class citizens and where violence among students is evident.

Sriani: There are a lot of people from the region who would live for temporary migration. Do you think this is the reflection that there are not enough decent jobs at their home communities?

Santosh: In Nepal, around 800 people migrate daily to find employment abroad.

Ploy: many migrants come to Thailand because we have the more job opportunities for Cambodian, Laotian and Burmese migrants. We can see a lot of Cambodian migrants in the construction sites. It becomes difficult to regulate migrant work in such a situation.

Alanda: lot of people are migrating out of Indonesia. I met an Indonesian lady who migrated to Hong Kong as a domestic worker to earn money to afford her college education.

Urip Widodo: How far are your countries giving attention to the issue of employment?

Santosh: Nepal has been working on this area but implementation from the Government is important. If there is no political commitment and/or resources, then we cannot move forward. As a youth representative to the Government, my view is that the Government needs to be clear in how they plan to help people and how they ensure that the work environment and resources are adequately available. This will assist young people to come forward to voice their employment needs. A good policy approach is required for education and jobs because currently it remains a one-sided plan.

Alanda: The Government should be able to try and encourage more foreign investment and therefore, more university graduates to secure employment and ensure that unemployed youth in the remote areas without tertiary education can enroll in entrepreneurship programmes to create jobs.

Ploy: The Government needs to better organize career education/counseling to better guide the young people for employment opportunities.

Laban: We touched up on the needs of young people to have the right skills for a particular job. However, is it the youth lacking skills or are employers being too conservative in their approaches to recruit young employees?



Kinyua (Laban) Kithinji asks the panel on the employment needs of young people in conjunction with employer requirements.

Santosh: It's a two-way street. Private sector wants to make profit. I want to put myself first as a young person and get the job depending on skills I have. There is a skills gap because the best education might not give you the skills you need for a specific job.

Del Irani: how do we encourage more young people to participate in Government's policy making process in regard to youth employment and education issues?

Santosh: I do not think every person understands policy making or how the Government works. Being in this forum, I understand the connection between Government policy making and youth unemployment concerns. However, does every young person truly understand the process of Government policy decisions?

Del Irani: Does internship help securing employment?

Alanda: Unless young people can see the benefits, they will not invest in an internship programme. Although many Indonesians will participate in internships in their family offices and businesses, it is not taken seriously.

Ploy: The majority of young Thai people would like to be employed and to earn a salary. To most, internships and education do not matter as much as a job.

Sae: Many women in Japan become housewives after marriage. Although the Japanese government is trying to improve the employment arena for women to re-enter the workforce, what are the governments of your countries doing in terms of female employment?

Alanda: In the bigger cities, companies have tried to introduce initiatives like ‘work from home’ policies and day care centres. Also, cities such as Jakarta have good supply of babysitters that allow women to work while being mothers. However, the Government has not focused a lot on it. The private sector is doing more good work towards this issue.

Ploy: In the past, women usually stayed home to care for their children but today there are more women entering the workforce. However, still, big companies are likely to refuse job applications submitted by women and it is an obstacle for women employment.

Santosh: In Nepal, the formal sector does not share the same mindset as the one previously mentioned about Thailand i.e. more women are being welcomed in to the formal work sector.

Nita: based on my experience in Nepal, I want to highlight that when we talk about youth employment, young people do not simply want jobs, they want decent jobs. They are migrating to other countries not just for better jobs. In Nepal, for example, primary school teachers are part of the informal sector so they take up babysitter jobs outside of Nepal. This is because they earn higher salaries abroad in such jobs which allow them to save funds and return when they require. I think better working conditions, higher incomes and to be respected by their employers i.e. understanding youth aspiration is extremely important. We have to think about formalizing those private sector jobs where many young people are self-employed.

Question: The ASEAN Economic Community is coming up. Will the job market become more competitive or will there be more opportunities for young people?

Ploy: Thailand shows potential but the lack of skills among young people hinders better chances of employment for young people. Also, lack of language skills among Thai people might be an obstacle to secure better jobs.

Alanda: Personally, I welcome the idea as it will provide better job opportunities for young people. However, it is a bit worrying when individuals from outside Indonesia apply to jobs in the country. Even if 10 per cent of young people move out of Indonesia for jobs, it can be a very high number.

Session VII: Group work

- 1) Which policy/ies would you like add or delete?
- 2) What action should your organization take from a month to six months?

Session VIII: Implications at country level

INDONESIA

- (i) Indonesia is working towards the **revival of the *Youth Network Initiative Plan*** because it has not been functional as of recent and this would be an effective action plan to propose to the Bapanas government.
- (ii) The domestic market is quite large. Therefore, **medium and long term entrepreneurship** should be encouraged. Young people should be granted more access for entrepreneurial opportunities in order to further job creation in the future. This is especially beneficial for people with low levels of education.
- (iii) There should be **strong focus on labour market information systems**. Information is in place for this and ministry employees have already organized job opportunity forums. Although individuals should be able to access these forums, such initiatives are yet to be created at the provincial level.
- (iv) To give **incentives for employers to hire young people**. Currently there has not been an incentive for employers. However, there is a strong need for such incentives and they should be the same for hiring either young people or older individuals as long as they are capable of doing the job well. It is important to set some key performance indicators i.e. a specific amount of young people working in a company.
Identify options for incentives – tax breaks or something else. Perhaps we might try to propose things related to internships rather than going to full time employment immediately.



Indonesian youth activist Ms. Alanda Kariza explains situation of youth employment in Indonesia.

(v) **Monitor and follow-up implementation of internship programmes.** Indonesia already has lot of internship programmes established by universities or private employers. However, these programmes have often been viewed as informal work which generates minimal interest among young people. In a big country like Indonesia, it might be difficult to monitor this initiative daily. The solution to this would be an increase in links formed between universities and employers i.e. universities will be able to monitor performance of students and companies will feel more secure knowing the students have been recruited and recommended by specific universities.

DISCUSSION SESSION:

- 1) **Question/comment:** In 1998 and 2008 Indonesia suffered from a political and social crisis but fortunately our economy has been strengthened by informal work. However, our youth employment situation should be strengthened via entrepreneurship programmes.
- 2) **Question/comment:** Why would Indonesia like to place heavy focus on entrepreneurship programmes?
Response: If Indonesia can have at least two per cent of people enrolled in the entrepreneurship programme, it will reduce poverty levels despite an increase in informal workers.
- 3) **Question/comment:** The execution for registration of businesses or to conduct IPO is very challenging. Who can conduct this task efficiently?
Answer: The private sector can 'piggy back' this initiative by learning from the government which has already been involved in this. The Indonesian government provides initiatives and policies but is supported by the private sector to support themselves and providing micro financing schemes. In past years, the country is being dominated by family businesses and the rise of smaller businesses and establishments. In addition, cooperatives have gained trust and popularity among people through its sense of community.
- 4) **Question/comment:** The economy's backbone is based on small enterprises – most companies are small but will they have an impact on national level?

Response: Employing fresh graduates is easier for companies than hiring professionals. The problem is that bigger companies experience greater costs to hire younger people. Therefore, young people being part of small enterprises are likely to drive the positive progress in the economy.

- 5) **Question/comment:** For the informal sector, employers do not have additional costs to hire young people because it can be translated as informal work. However, for larger companies, there is a higher risk.

Response: The current landscape shows that university graduates believe they are entitled to good, formal work because of a large prior investment in their education. However, companies are reluctant to hire fresh graduates with no professional experience as additional costs are incurred such as training provision, higher salaries. This is the reason why many young graduates opt for entrepreneurship instead. Companies need more time, money and resources to train young people. In this case, tax breaks will be an effective solution which will, as a result, provide employers with more incentives.

- 6) **Question/comment:** What about rural areas where people do not have college degrees – how will employment strategies be introduced there?

Response: We have been under discussion for initiatives (on the second, third and fifth points mentioned previously). More university graduates becoming entrepreneurs will result in more recruitment of young people by these entrepreneurs. Another initiative is being brought in to effect by the government. When the government has job listings available within the government offices in village/rural areas, people will be notified of job openings in their area. Currently it is a national level initiative and the suggestion is to introduce the same at city and village levels for higher labour market information. Furthermore, there is also an initiative where people can be informed of employment opportunities via SMS and text messages. There are attempts to leverage this for low skilled labour. Despite many companies preferring candidates with university education rather than organizational experience, the aforementioned initiatives will not only benefit university students but also people in rural areas.

- 7) **Question/comment:** There is a huge accessibility issue at the rural level.

Response: Currently, the agriculture and fishery departments of the Indonesian government are able to successfully target youth for better job opportunities. Also, most leaders from the parliament are businessmen which will increase entrepreneurial programmes and job creation for urban youth.

- 8) **Question/comment:** Why is there a focus on 17-18 different areas?

Response: The situation in Indonesia is so varied due to its large size and so, each city is different. Many people look up to those living in cities as well as for better job opportunities. Therefore, many individuals leave rural areas and many also leave the fishery and agriculture industries to work in cities. That has been reason why the Indonesia government has tried to foster entrepreneurship - for those in rural areas to use entrepreneurship training to produce products to be exported.

9) **Question/comment:** A lot of young people in Indonesia are active on social media. How can the country use this rich resource to implement new policies?

Response: Out of 250 million Indonesians, only 70-80 million have access to the internet. So before we begin implementing social media programmes and campaigns, we need to get through to the youth in rural areas via local text messages. Also, the Government has been recommended to use the IM messaging service for those in more remote areas of the country. Furthermore, the rise of open initiatives means that the problems of corruption and bribery can be reduced and instead of paying a bribe, an individual can send a text in instances where convenience is a priority.

10) **Question/comment:** Is there any possible chance for people to intern with entrepreneurs before stepping in to the workforce with them?

Response: These entrepreneurship training programmes are to help young people gain full time employment but there is definitely room for students to receive incentives even as interns. This is a good idea that can be explored further.

MONGOLIA:

The presentation can be divided in to three parts:

- (i) Analysis of policy review draft.
- (ii) Impacts to the country.
- (iii) Possible improvements in policy development.

Analysis of policy review:

- Macroeconomic and sectoral policies: for economic policy and competitiveness to remain at the centre.
- Education and training policy.
- Labour market policies: wage policy and ALMP (Active Labour Market Policy).

Six policy areas are suggested for further improvement of the Mongolian report:

- Macroeconomic and sectoral policy.
- Enterprise development.
- Education and training.
- Labour demand.
- Labour demand and legislation.
- Labour market policy.

The policy areas in black font have experienced more coverage and those in red, less coverage.

Macroeconomic and sectoral policy chapter:

- (i) Fiscal policy
- (ii) Investment policy
- (iii) Sectoral policy

Challenges:

- Devaluation of national currency.
- Decreasing foreign investment.
- Transition from ‘brown’ to ‘green’ economy.

Enterprise development:

- Enterprise startups by young people, including cooperatives and social enterprises.

Education and training:

- More clarification is required about career education and career guidance. For example, the development of national qualification frameworks for TVET.

Labour demand:

- We need to establish incentives for employers to recruit young people.
- Wage subsidies and tax rebates should be emphasized.

Labour law and legislation:

- Contractual agreements for young people.
- Recruitment rules.
- Probation period.

Labour market policy:

This policy should be more about social protection and collective agreements. Analyzed policy documents are available on YouthPOL homepage: right now only 9 documents analyzed.

Impacts on the country:

- High unemployment of youth.
- Existing skills mismatch.

- An emerging gender issue within the education and employment sectors.
- Low wages and migration of youth rising in informal work sectors.
- Low pension for youth: Mongolians can be divided in two groups – those that were born after 1 January, 1960 should be transferred from solidarity pension scheme to a saving pension scheme like that in Chile. It means that the younger generation can have more, because it is too broad of a social welfare scheme as of current situation.



Participants look on as representatives from Mongolia present their policy review.

Possible improvements and suggestions for the next year:

- The Ministry of Labour is developing a new national employment strategy.
- Other areas for improvement are:
 - Tax policy.
 - Sectoral policy (specifically infrastructural, industrial and green policies).
 - Youth entrepreneurship strategy like in Jamaica.
 - Improve effectiveness and employment opportunities – employment for young people and programme measures should be improved.
 - Development of career guidance for youth in TVET and secondary schools.
 - To address collective bargaining system in the draft labour law.
 - Social dialogue and participation of youth organizations and social partners in development and implementation of youth policy.

DISCUSSION SESSION:

- 1) **Question/comment:** A change in pension schemes is needed as it applies to those born after the year 1960. However, the changes might not be in favour of the needs of young people. Do you think that the new pension plan will be effective or is it likely to produce generational conflicts?

Response: Of course some youth are unhappy with the change but it was decided in 1999. From this year onwards, we have a strategic development of the pension system in Mongolia. So, we are moving from the *Solidarity Pension Scheme* to a new scheme. Now, of course, with ongoing political discussions and for youth, we postponed it from 1960 to 1979. The second point is about social dialogue. How can Mongolia establish the three pillars of the pension scheme? The first pillar is universal pension, the second is the existing pension plan and the third pillar is the *Corporate Priority Pension Scheme*. In the future, young people will have access to resources from all three channels and this will be better than access to a single channel.

- 2) **Question/comment:** Will the recommendations highlighted above be achieved within the next month or during six to twelve months period?

Response: In terms of timing, we are suggesting that these changes are brought in to effect one year from now. Political are ongoing to plan the manner in which the new Government will function.

- 3) **Question/comment:** In the first pillar, you describe macroeconomic and sectoral policies. Can you focus more on the sectoral policy and what sectors need to be boosted/enhanced/given more visibility considering that the mining sector means growth?

Response: Other sectors that the government is currently targeting agriculture and production sectors which means that the production sector has not been given much focus till now. This year in August, we had organized visits to the Presidents of China and Russia where important contracts on agriculture and food sectors were signed. These will be sectors of major growth in the coming time.

- 4) **Question/comment:** If agriculture and food are major sectors, what type of training and education methods are being developed around them?

Response: Legal improvements are currently being discussed about the food sector. So far, there has been high security in this sector. To export, special quotes are placed by the government. Currently, new food laws are being introduced and more training is being provided to people. In two to three years, we are also starting vocational training programmes like those in Europe.

- 5) **Question/comment:** What is driving job contracts and agreements for young people?

Response: In Mongolia, we have a labour law which states that Mongolians from age 16 upwards can conclude an employment contract. However, Mongolian employers are worried about child labour.

- 6) **Question/comment:** From the perspective of young Mongolians, it is clear what the Government would like to change and implement. However, what would the young Mongolians like to know and study and where do their interests lie?

Response: Generally the youth are willing to work at management level. They prefer an academic oriented career and an office based job rather than in the agriculture or mining industries.

NEPAL:

Background on progress:

- **Nepal is currently in a period of transition** – in the process of drafting new constitution. The political instability brings challenges with it.
- During the review, **five policies were reviewed**. Some of these policies include the national agricultural policy, construction policy, labour unemployment policy, Tibet policy, etc. The three development pillars for this plan are agriculture, tourism and technology.
- There is no new and updated labour force survey since 2008 to determine the real status of employment.
- **Response to migration** is a big issue. Nepal is experiencing huge internal and external impacts. The topography of the country includes mountains and hills to rural and urban areas which make it difficult for many people to access jobs. Therefore, many individuals are going abroad with 1800 people per day.
- The next priority area is the manner in which we **respond to these challenges**. We cannot control migration as it is part of the employment and labour process. However, management and provision of skills is necessary because many migrants do not have the necessary job skills.
- How can we ensure a **decent work environment outside Nepal**? The *National Employment Policy* has reviewed five different policies. It is noted that economic conditions have shifted and so it is important to make the decent work environment more responsive and inclusive to present conditions.



Mr. Santosh Acharya explains the situation of youth unemployment in Nepal and how the country can move forward.

- The **human response** should be emphasized - education and training opportunities available to youth which is part of the National Planning Commission. Nepal has 6.1 per cent unemployed university graduates. The greatest challenge is that there is no real data for labour market information and no independent policy. However, focus should be on human resources and skills as well as the new security design relevant to the ground reality of the country.
- The **agricultural sector** is one of the three pillars of Nepal. We have been planning for a decade to see an increase in trend by establishing a policy for agricultural enterprises. This will assist the government to connect with different stakeholders. Unlike past years, the Government has realized the increased incentive to include young people and to invest in policies that engage youth.
- **Industrial policy and provisions:** there needs to be a special focus on young people in order to influence government and stakeholders to include a youth component in their policies.
- **Education policy:** one of the challenges for Nepal is its cross-sectoral ministry coordination. Although, the Ministry of Education drafts the national educational policy, it is important to ensure that there is no mismatch between proposed policy and skills provided. In Nepal, we have traditional way of teaching and, as a result, students complain that courses are not updated and practical. How can we integrate planning process, education system and market so there are fewer mismatches for human resource demand?
- **Parents' choice** in what their children study: how do we update labour market information to ensure young people choose the right career and that they have the right opportunities? For this, it is important to provide feedback to national employment policies for youth and conduct youth consultations.
- **For the first month**, we have specific activities that we have proposed. Within one year, we want to see the new national employment policy and a concrete as well as comprehensive youth employment action plan.

DISCUSSION SESSION:

- 1) **Question/comment:** How will labour market information systems be improved for youth to benefit from the labour market?
Response: There is no updated information, so the government is required to gather information and manage this task. In Nepal, the Government has employment service centers which are a means of labour market information. These include career counseling and job placement centres. However, these services are yet to come and have not been established yet. The priority for youth is both foreign labour employment as well as domestic employment.
- 2) **Question/comment:** What policies exist currently that assist young people in planning external migration ahead of time? i.e. majority of youth in Nepal travel to faraway countries

to gain better employment opportunities, only to earn salaries lower than in their home country. Some also suffer mistreatment at their work places.

Response: There have been many cases of severe mistreatment of Nepalese workers outside Nepal, including unpaid work. It is important for the Government to provide information to people before they leave the country. Young people also require better access to information such as counseling for careers in Nepal. Currently, there are several consulting agencies in Nepal that are not recognized by the Government. The challenge is to monitor the work of such agencies. The overall scenario is that young people prefer employment outside Nepal due to political instability, lack of jobs and the reality of the informal sector. Also, advocacy campaigns are yet to be implemented. However, lack of access to the internet and illiteracy rates hinder advocacy campaigns to move forward.

- 3) **Question/comment:** What is the situation of young migrants - do they settle abroad or return to Nepal?

Response: We have a separate foreign employment policy in Nepal which addresses the need for information flow and pre-departure training for migrants traveling overseas. However, the system lacks certain aspects. Although the policy exists, there is no implementation. In addition, the policy does not cover areas in detail such as skill and most of those leaving the country are on schemes with minimal bargaining power. This leads to situations of mistreatment. Many young migrants might return with decent amounts of money but they do not find suitable environment in Nepal to re-enter the workforce or to invest their money. The challenge remains that there are no new job opportunities for returning migrants and no trustworthy environment for them to invest their hard earned salaries which encourages them to leave Nepal again. Nepal not only needs its young people to acquire training prior to external migration but also career growth training up on their return.

- 4) **Question/comment:** How does Nepal plan to bring educators on board with the education policy to enhance employment?

Response: Young people remain unhappy with the job situation in Nepal and so, they are more likely to take up international employment. This is another reason for disinterest of youth towards agricultural opportunities and more emphasis on A levels and O levels education. It is important to find priority areas in terms of education and skills so they can be connected better to the markets. In Nepal, we now have 'engineer overload.' Therefore, market assessment is important and in the age of globalization there should be a balance between national and international markets with continuous updates within the education market.

- 5) **Question/comment:** The national youth policy in Nepal seems to be weak and too broad. How will the action plan be drafted in order to be sent to various divisions of the Ministry of Labour?

Response: Nepal has different policies in place but the government needs to plan better and decide which ministry will lead the action plan.

- 6) **Question/comment:** Nepal is experiencing a brain gain. Unlike India which experienced a brain drain with many professionals moving overseas for better jobs, Nepal has a 'brain gain' of oversupply of engineers. The means of being able to welcome 'brain gain' population to invest in Nepal and work within the country is crucial. However, the country does not have youth friendly conditions for this is to take place in the short term. India is different from Nepal because it is a growing economy and there are numerous industries and investment opportunities for individuals to stay or to re-enter the national workforce. In this aspect, Nepal can gain fruitful learning from India while bearing in mind that foreign labour migration is a new phenomenon where low skilled labour remains in abundance as opposed to India.
- 7) **Question/comment:** India has a long history of workers and employment policies. Whereas, Nepal is still working on such issues with special focus required towards issues such as cost of recruitment, very severe debts, etc. Therefore, the challenge for Nepal is to break that chain of dependency.

Closing Remarks:

Mongolia

*By Mr. Erdenebat Boldbaatar
Director of Youth Labour Exchange
Mongolia*

We have certainly learnt from the situation of the industry and agriculture sectors of Nepal as well as the job creation, education and infrastructural policies in Indonesia. We now have more information on youth employment and promotion of youth within the education and employment sectors. We are hopeful of the progress on economic structure and other socio-economic geographic factors of Mongolia. This includes good education and incomes in Mongolia. We would also like to gather the advice gained during the workshop in order to improve Mongolia's environment for integration of employment policy, the improvement of employment sector policy and to increase formalization in the informal sector.



Participants of the tripartite workshop

Nepal:

*By Mr. Raju Kunwar
Senior Officer
Division of Labour Relation and Employment Coordination
Ministry of Labour and Employment,
Nepal*

Thank you so much to the ILO for allowing us to participate in this workshop. I feel honoured to give my remarks to you all. Nepal is currently undergoing political transition and is in the process of drafting a new constitution. The people have aspirations to receive better jobs and opportunities. With nearly 30 per cent of the population comprising of young people, large numbers of youth migrate abroad for better opportunities. Realizing this, the government is trying to introduce better policies such as the National Employment Policy of 2013 which has been very effective to ongoing policy review and legislation. It is our hope that we will see positive results in time. We need to take necessary steps to turn our discussions in to actions. Thank you and Namaste.

Indonesia:

*By Mr. Urip Widodo
The Employers Association of Indonesia (APINDO)*

This is very good time for us in Indonesia. We come from the biggest country in the region but we have also gained a lot of knowledge and understanding from all of you, especially from Nepal and Mongolia. Of course, we bring a lot of homework for our country. Youth employment issues are very important in terms of technological development and technology exploitation. Just like the corporate ladder, we have the opportunity to create our own ladder. This can further encourage employers to support people for a better future and better prosperity. Thank you.

Closing address of young people:

By Sae Katayama, Chulalongkorn University (exchange student from Japan):

Youth employment issues in all three countries (Nepal, Indonesia and Mongolia) are similar to the situation of Japan decades ago. Our country also progressed from the agricultural sector where children were unable to attend schools because they were involved in farming.



Sae Katayama delivers her closing remarks.

Although we have progressed from that point, not all young people in Japan easily find employment and so this workshop has been useful in highlighting many of those challenges. Thank you for allowing us this opportunity.

By Pitchaya Poosuwon, Chulalongkorn University

Previously, this issue has not generated more interest among Thai students. Such learning should be included more often for students in Thailand as we also have problems with labour market information systems. Today, we have learnt a lot from Indonesia, Mongolia and Nepal. Thank you for the warm welcome.

Final closing remarks:

I do see some changes. I think you have succeeded because I can see that people are participating actively and feeling passionate about what they are advocating. In a year's time, we can see what we have started and how we have progressed. Even in a very short time, I have learned from you all. I have been inspired by the talk show and this approach can be used effectively. Let me thank you for being here and for all your contributions. I always enjoy learning from young people so that they can give us a reason for better understanding and a better future.

- Ms. Alcestis Mangahas, Deputy Regional Director, ILO ROAP