



International
Labour
Organization

Developing employment policies

What works for youth employment: Sharing policies from Asia and the Pacific

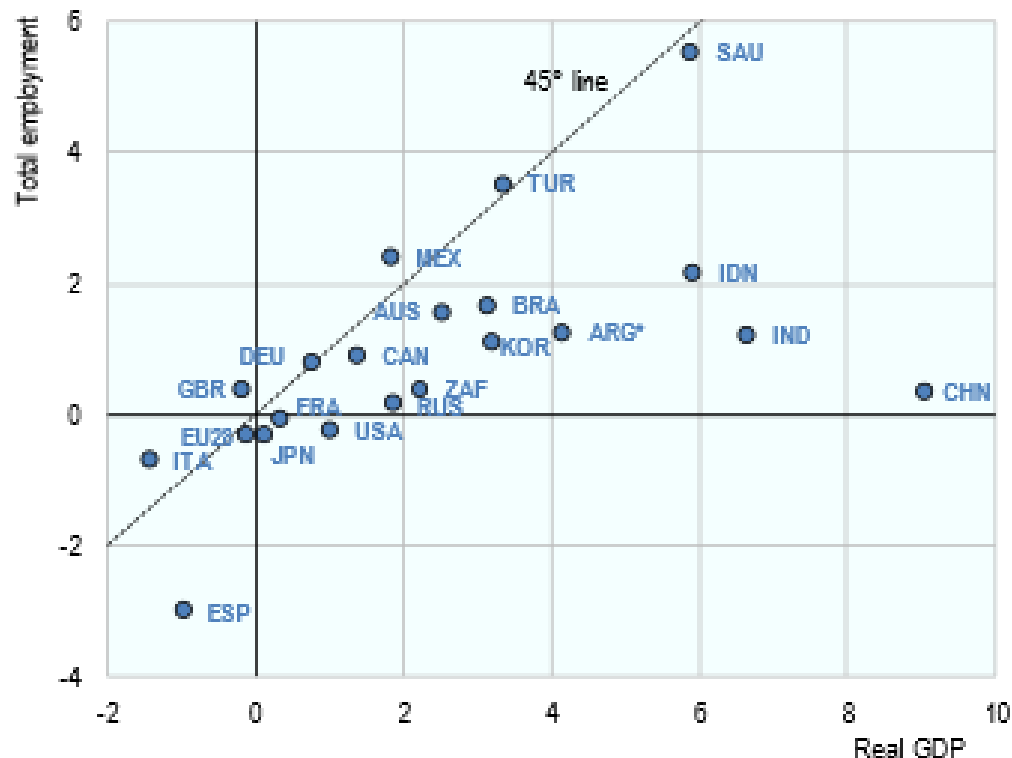
Kee Beom Kim
Employment Specialist
ILO Bangkok
September 16, 2014



Policymakers around the world face increasingly complex economic and employment challenges (I)

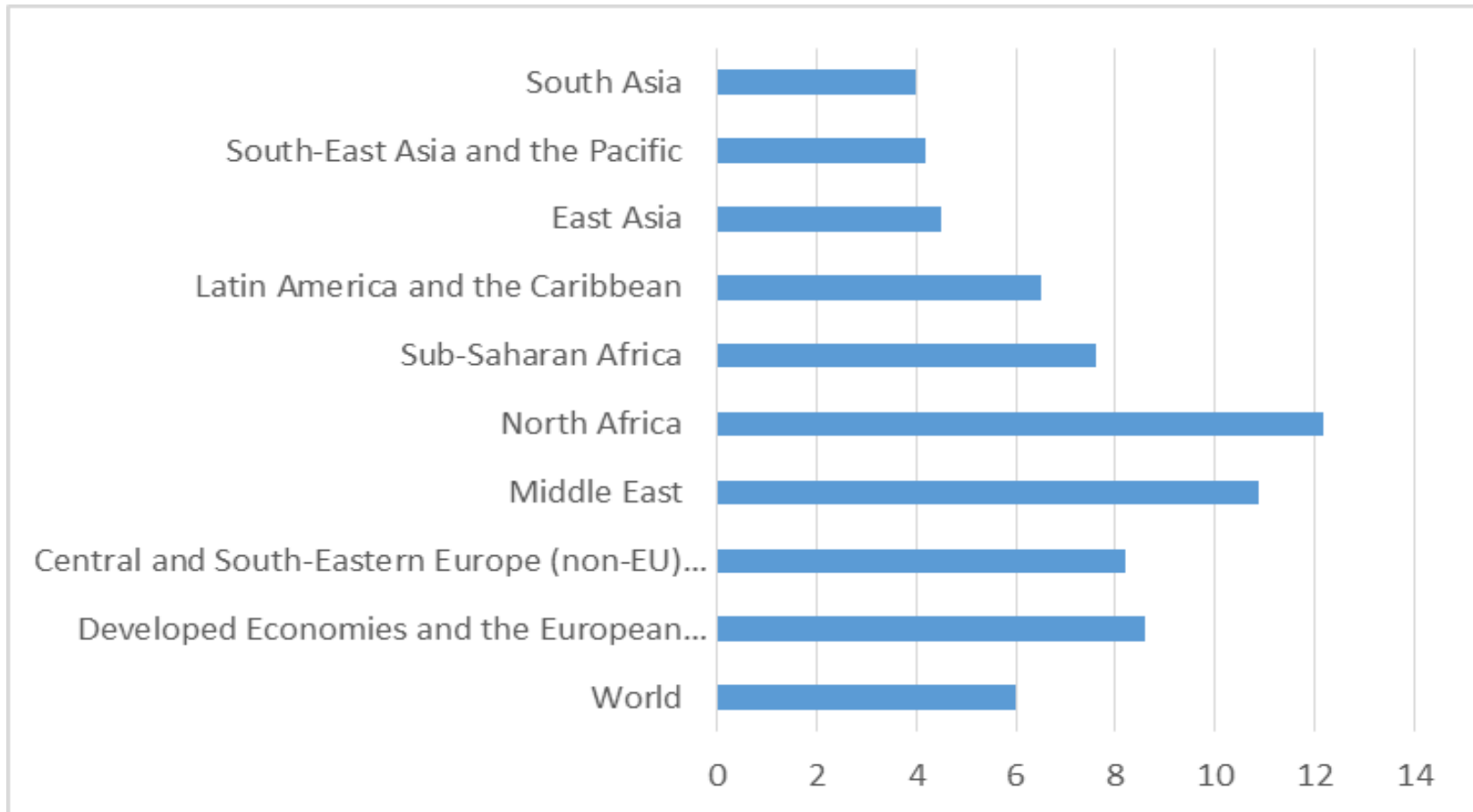
- Weakening relationship between economic growth and job creation (“jobless growth”)

Average annual growth of real GDP and total employment, 2008-2013



Countries face the challenge of creating more jobs, and in Asia, where unemployment rates are relatively low...

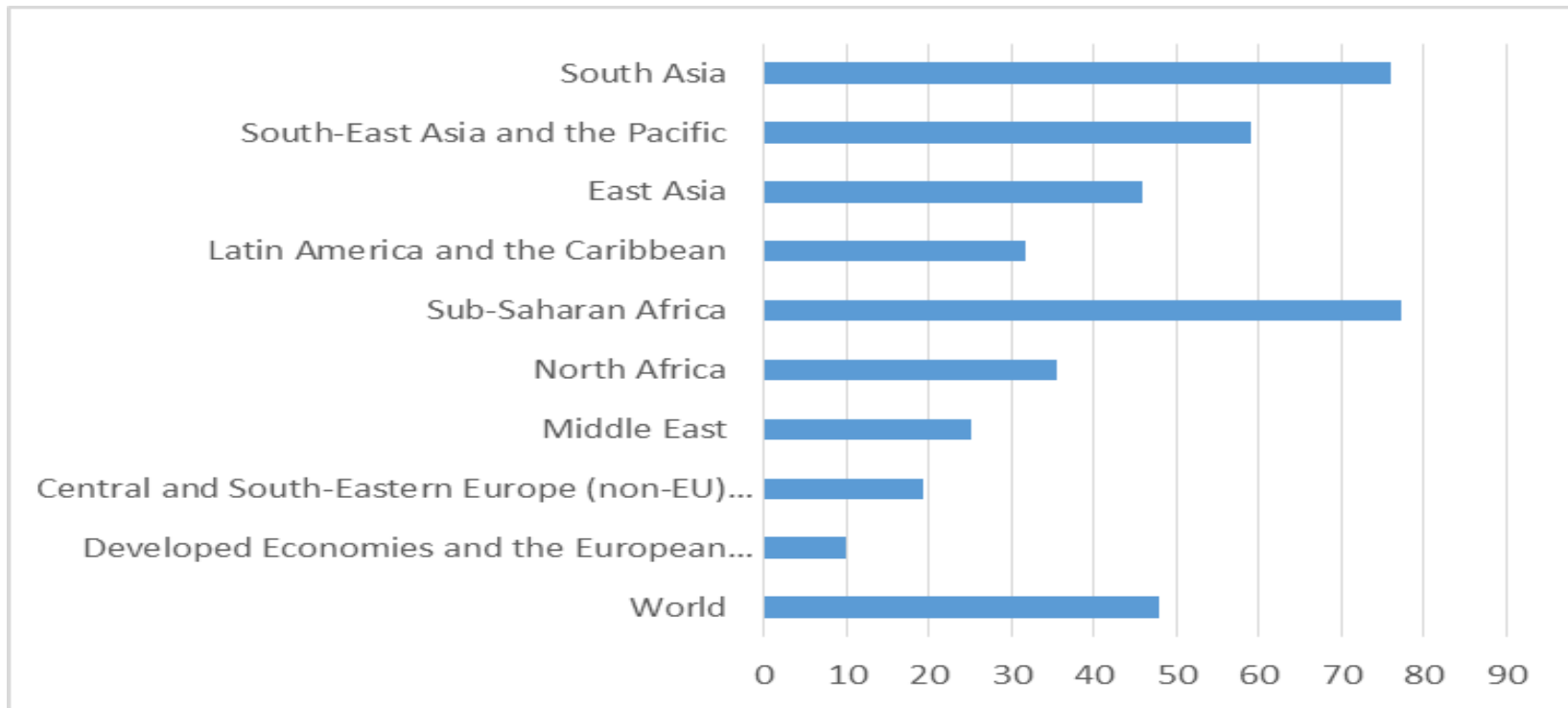
Unemployment rates, 2013 (%)



Source: ILO, Trends Econometric Models, October 2013.

...the challenge of improving the quality of jobs, including those in “vulnerable employment” ...

Share of own-account and contributing family workers (“vulnerable employment”) in total employment, 2013 (%)



Source: ILO, Trends Econometric Models, October 2013.

...which is often characterized by inadequate earnings, poor working conditions, limited social protection, and unrecognized by law

Growing recognition that economic growth is critical but insufficient for development and improved labour market outcomes

- **Integrating employment in national development plans**
 - Philippine Development Plan 2011-16 Mid Term Update targets unemployment rate of 6.5~6.7%, 664,000~753,000 additional jobs, 17% underemployment rate
- **National employment policy (e.g. Fiji and Cambodia)**
- **G20:** “Creating more productive and better quality jobs is at the heart of our countries’ policies aimed at achieving strong sustainable and balanced growth, poverty reduction and increasing social cohesion” (G20 Leaders’ Declaration, September 2013)
 - G20 Employment Plans
- **Post 2015 Development Agenda:**
 - Open Working Group on Sustainable Development Goals has proposed 17 goals, including “Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”



International
Labour
Organization

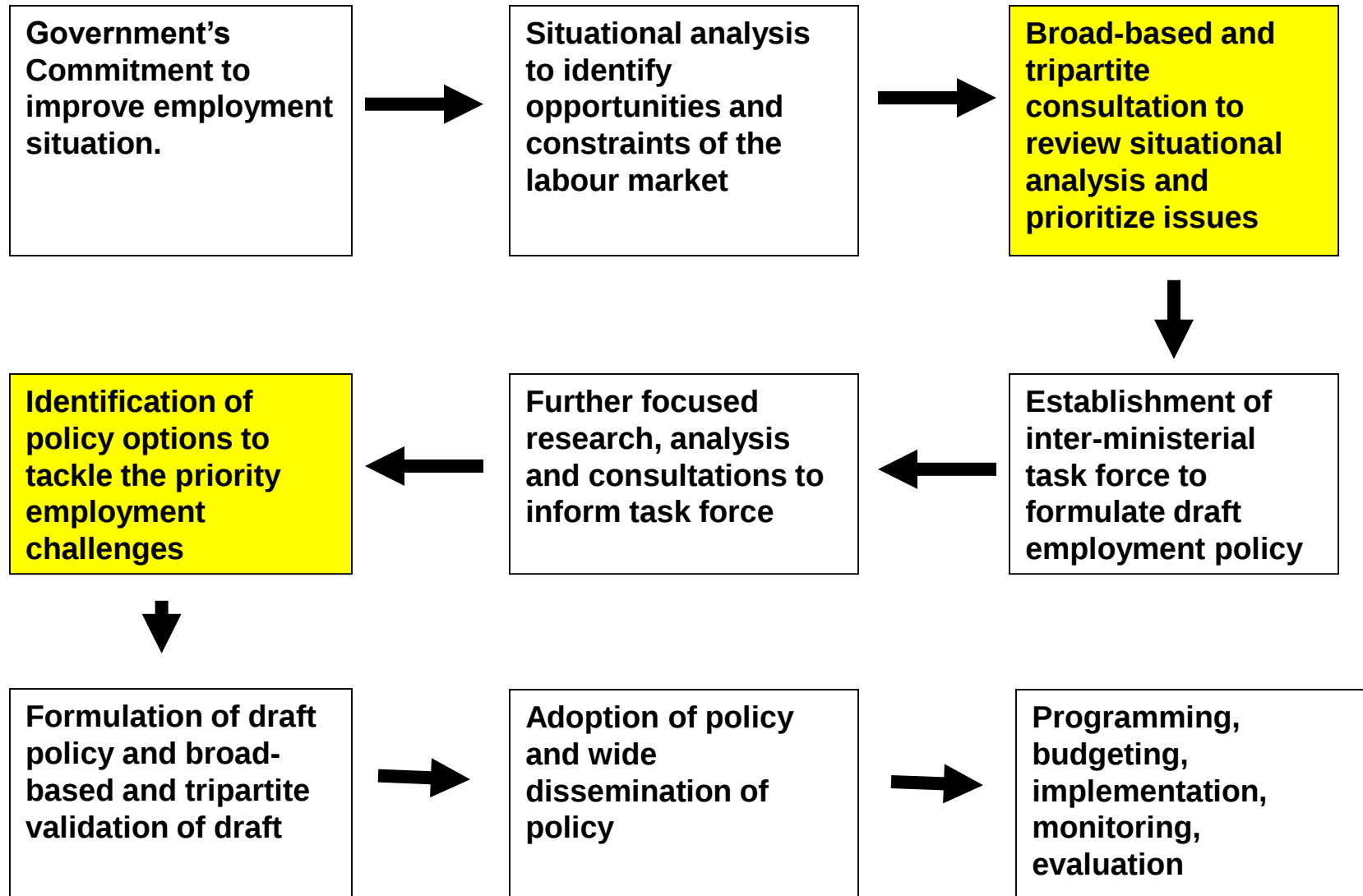
What is an employment policy?

An active policy, designed to promote **full, productive and freely chosen employment** (ILO Convention No. 122, 1964).

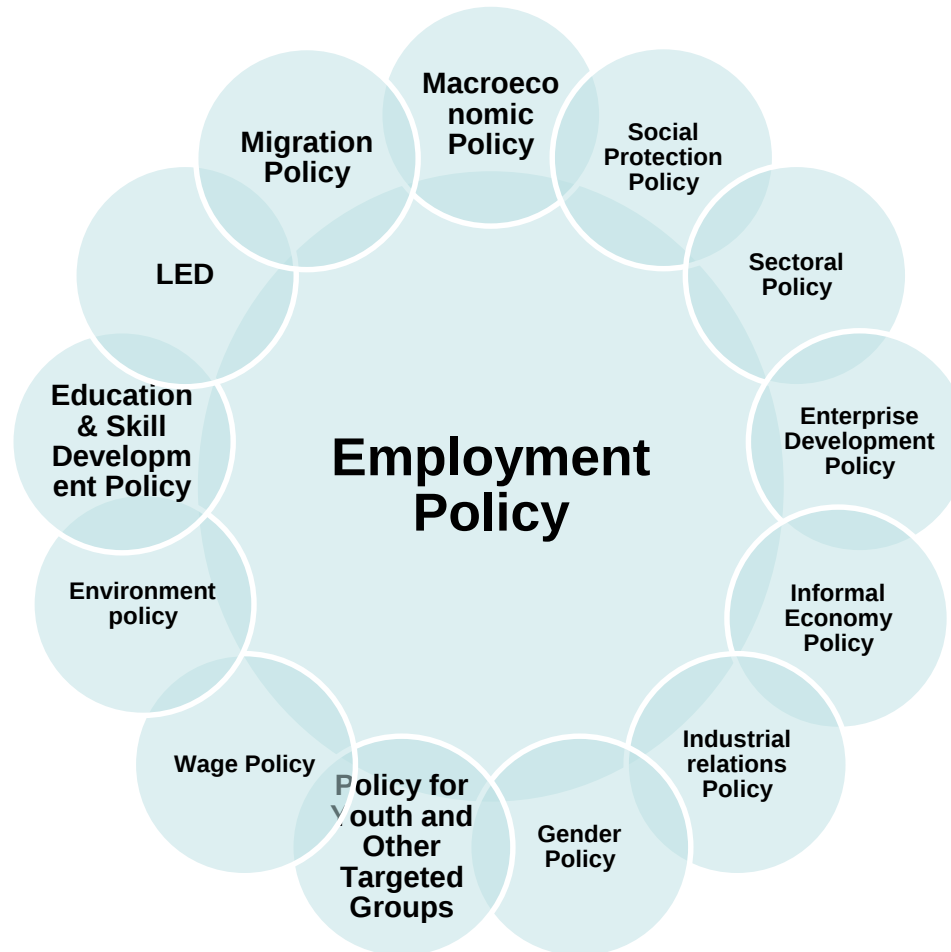
Main strategic elements:

- **Quantity** - Work for all who want to work
- **Quality** - Such work is as productive as possible
- **Non-Discrimination** - There is freedom of choice of employment and fullest possibility for each worker to utilise her/his skills, irrespective of race, gender, age, religion, political opinion, social origin, etc.

Employment policy – process



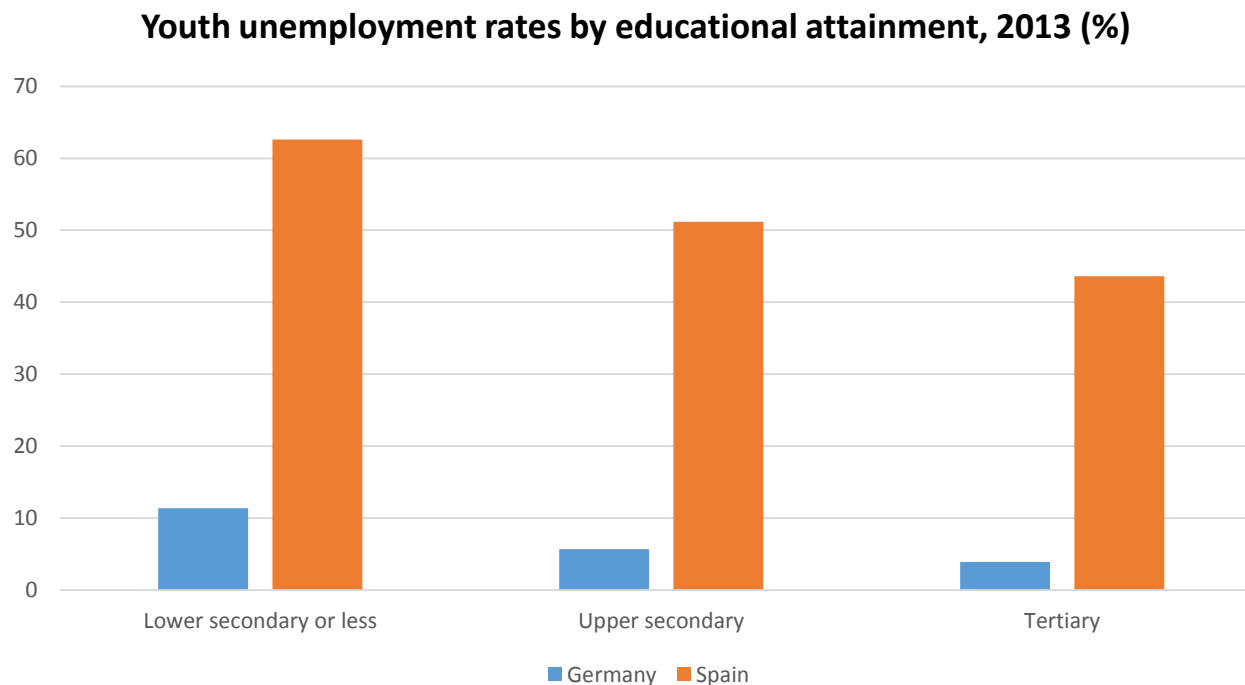
Employment policy: integrated approach



...but size of circle (priority) will vary by country context: in some countries for example, youth employment is a primary concern

Policy options will vary by country

- In some (developed) countries , youth unemployment rates are highest for those with lower educational attainments

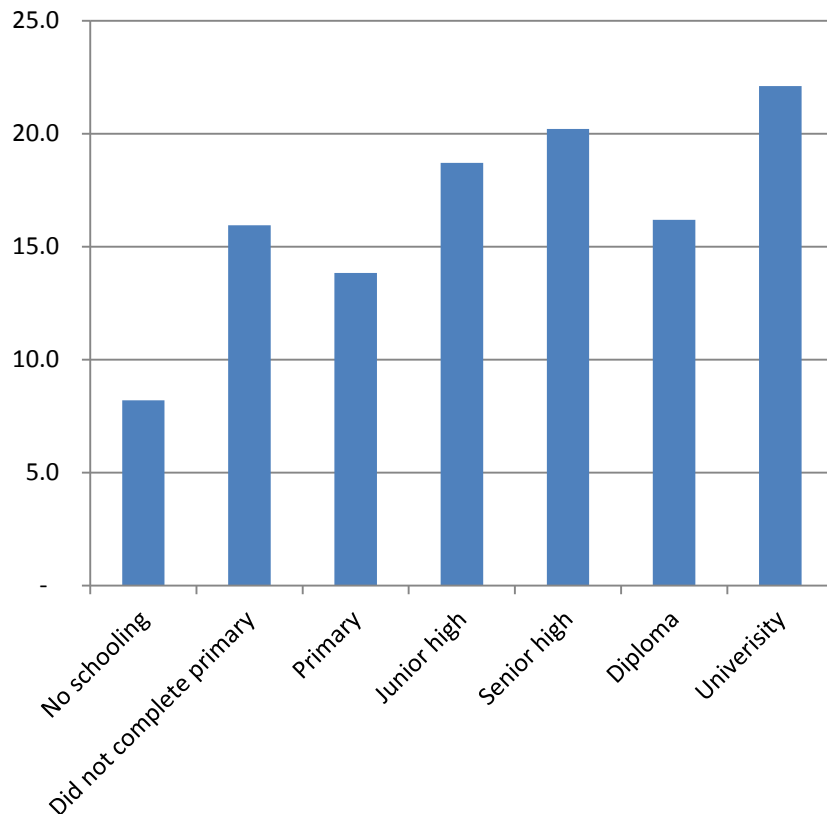


Source: Eurostat

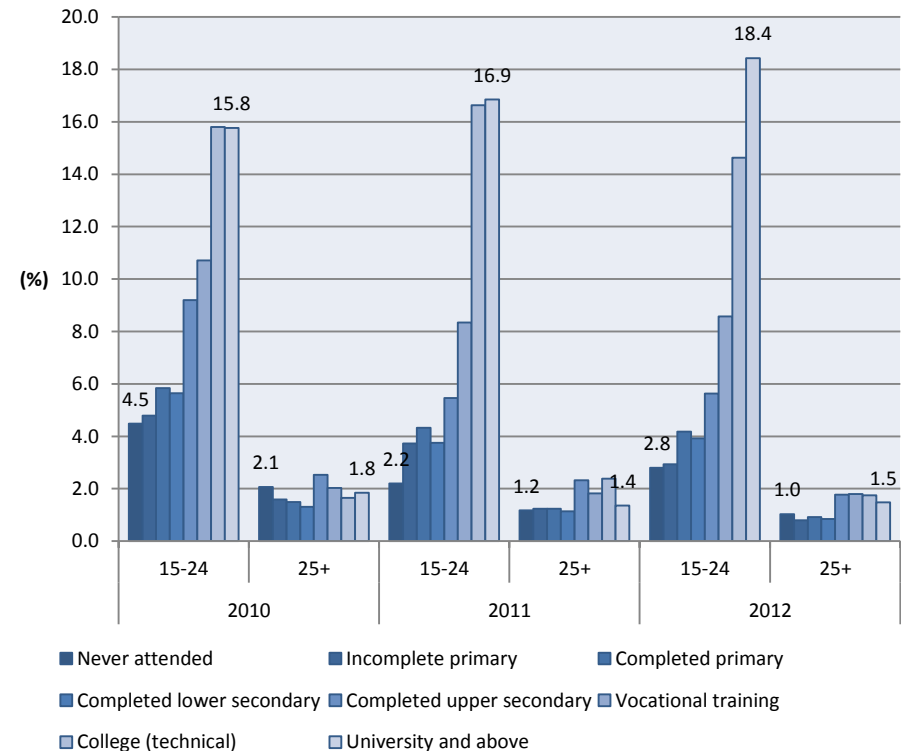
**...highlighting relative importance of supply side interventions
(education and training)**

On the other hand, in many developing Asian countries, unemployment rates are highest for the more educated

Youth unemployment rate in Indonesia, 2013 (%)



Youth and adult unemployment rates in Viet Nam (%)



Source: ILO, based on national labour force surveys.

**...highlighting that economic (structural) change
has not kept pace with educational achievements**

Concluding thoughts

- Countries around the world facing a heterogeneity of employment challenges
- 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



International
Labour
Organization

ASIAN DECENT WORK DECADE 2006-2015

Decent Work for All

For more information, please contact:

Kee Beom Kim (kim@ilo.org)

ILO Decent Work Technical Support Team

For East and South-East Asia and the Pacific

www.ilo.org/asia

