

First Arab States Regional South-South Development EXPO in Doha, 18-20 February 2014

ILO-led Solution Exchange Forum

Promoting Youth Employment through South-South and Triangular Cooperation in the Arab States

19 February 2014

Report on the proceedings



I. Solutions

Segment I: Sharing Good Practices on Youth Employment

1. Knowledge Management Facility on Migration and Youth Employment

Mr Rosas' presentation introduced the Knowledge Management Facility on Migration and Youth Employment (KMF), which was launched in August 2007 to support the implementation of 15 joint programmes on youth employment and migration in generating and sharing knowledge through a community of practice. The Knowledge Management Facility (KMF) is a knowledge sharing platform. It aims at organizing thematic and global workshops to share experience, lessons learnt and good practices on youth employment and migration across national partners including representatives of government and civil society, at national and local levels, and the participating UN agencies. It is a tool to support the implementation of UN joint programmes (JP) through the thematic window on youth, employment and migration (YEM) of the UNDP - Spain Millennium Development Goals Achievement Fund (MDG-F) that was launched in August 2007. The YEM thematic window consists of joint programmes being implemented in countries in Africa, Asia, South-East Europe and Latin America.

It also aims at supporting the collection and dissemination of data, information and tools generated by the joint programmes as well as conducting research and studies on topics of common interest to the joint programmes. The Knowledge Management Facility (KMF) has allowed countries from the Global South to learn from each other on the effective implementation of policies on youth employment and migration, and draw on the lessons learnt from the different JP.

The three main outcomes of the solution were –

1. Capacity building of policy makers, adaptation of national programmes based on lessons learned from other countries.
2. Application of stakeholder coordination methodologies from one country to another (Albania - Tunisia).
3. Agreements on youth employment and migration (Ecuador - Peru).

To foster a community of practice among the joint programmes, the KMF organized two training workshops, one in Budapest (Hungary) from 30 March to 1 April, 2011 and another in Lima (Peru) from 13 to 15 April, 2011. During these workshops participants discussed the most challenging areas of work of the programmes and the lessons learned, and shared effective policy instruments and tools. In addition, a global workshop of the youth employment and migration window of the MDG-F was organized in Punta Cana (Dominican Republic) from 29 to 31 October 2012. It conveyed representatives of national teams from Albania, Bosnia and Herzegovina, China, Costa Rica, Ecuador, Honduras, Nicaragua, Paraguay, Peru, the Philippines, Serbia, Tunisia and Turkey. The workshops raised interest from some participants to further cooperate with their peer countries and learn from their experience.

The KMF fostered South-South and triangular cooperation (SSTC) through:

- Cross-country Peer assistance

Knowledge sharing activity in which countries had the opportunity to present the challenges regarding their JPs, receive peer support by other members of the group in finding viable solutions and discussing lessons learnt.

- Teamworks platform

Knowledge Management platform used the collection and sharing of information such as terms of reference, technical specifications and other documents that are useful for the daily running of the JP.

- E-helpdesk

Technical assistance facility which includes most of the current JP topics: productive use of remittances; design, monitoring and evaluation of youth employment programmes; fiscal incentives to expand labour demand, among others.

- Workshops

They allowed the participants to share their overall experience throughout all the JP process, including implementation, monitoring and evaluation. The participants also discussed good practices and lessons learned and exchanged views on how to ensure the sustainability of achievements and how to maintain the YEM global community of practices.

The ILO assists governments, employers' and workers' organizations from the global South to establish sound labour relations, adapt labour laws to changing economic and social circumstances, and to improve labour administration. In so doing, the ILO supports the creation of conditions for effective dialogue between social partners. In this context, the KMF helps governments to participate in South-South Cooperation by promoting decent work values, while increasing their capacity to effectively commit to socio-economic development.

2. Horizontal Cooperation on Territorial Youth Employment Pact, Albania and Tunisia

In Albania, National Action Plans for Youth employment were developed to implement decent work objectives for youth in consultation with representatives of workers, employers and civil society organizations.

The Territorial Employment Pacts (TEP)/Regional Action Plans for Youth Employment (PARE) initiative emerges as a major factor regarding participation at the local level and decision making on employment policy. Factors or conditions to be assured (in the spirit of a collaborative approach) are: the active participation of regulators, local authorities, national framework, technical support, supervision in the areas of complementarities and synergies at different stages of the policy development and implementation (public authorities, social partners, technical and financial aspects, international and bilateral relations).

Main outcomes:

- Local resources were pooled to support the transition of young workers from the informal to the formal economy.
- National Action Plans for Youth employment were developed to implement decent work objectives for youth in consultation with representatives of workers, employers and civil society organizations.
- Information campaigns and training activities were organized to increase young people's awareness about their rights at work.

The Territorial Employment Pact (TEP)/Regional Action Plans for Youth Employment (PARE) initiative represents an institutional innovation based on negotiated planning, where different actors at the local level (local authorities, public employment services, business associations, trade unions, cultural and environmental associations, professional bodies, financial institutions, private enterprises) assume complementary roles and responsibilities regarding the achievement of youth employment objectives. Regional Employment Boards identify local youth employment needs, design interventions to promote the generation of youth employment and/or the shifting of informal young workers to the formal economy, and mobilize financial resources. The TEP in the Kukes Region established six service lines to ease the transition to the formal economy: i) entrepreneurship and business advisory services with a particular focus on women; ii) skills training grants; iii) access to credit opportunities; iv) subsidized employment; v) organization building and vi) regulatory environment. Over 40 partners signed the Kukes TEP, committing to the implementation of the aforementioned service lines.

The horizontal cooperation between Albania and Tunisia was done under the framework of the Knowledge Management Facility (KMF) on youth employment and migration. Among the knowledge-sharing tools used by the KMF are face-to-face workshops, e-helpdesk, virtual forums and online discussions. These tools have contributed to the following results: enabled joint programmes to interact and exchange information on the technical areas covered by their programmes; established a community of practice to share knowledge, lessons learnt and good practices; made available policy tools developed by the various national and international partners; and supported the exchange of lessons on how to ensure the sustainability of results.

Tunisia, following Albania's experience of Territorial Youth Employment Pacts, developed "Regional Action Plans for Youth Employment" (PARE) in three targeted governorates, El Kef, Gafsa and Ariana (Grand Tunis was a successful experience in the context of the post-revolutionary transition). The three PARE were defined as the proposed strategic actions that needed to be undertaken to improve the employment situation of young people in these vulnerable regions. Public-Private consultation platforms were established to develop PARE and resource mobilization was launched at the regional/local level for the first time.

Outcomes achieved by the Albania's Territorial Employment Pact:

- Established six service lines to ease the transition to the formal economy:
- Entrepreneurship and business advisory services with a particular focus on women
- Grants for skills training
- Employment subsidies
- Organisation building
- Regulatory environment

By the end of the joint programme, over 900 youth had benefited from the TEP interventions and the experience was being replicated in other two regions of Albania.

Outcomes achieved by Tunisia's Regional Action Plans for Youth Employment

- Established 3 PAREs in El Kef, Gafsa and Gran Tunis including 10 priority actions each;
- Mobilized up to 500.000 USD from public and private donors to implement the 3 first priorities of each PARE.
- The Minister of Employment decided to widen the initiative to all the regions in the country and has initiated the mobilization of resources.
- Support to a better targeting of geographical disparities.

3. Promoting Youth Rights at Work: lessons learned from Indonesia and Jordan

ILO has launched the Decent Work Country Programme (DWCP) for Jordan (2012-2015), which was signed by the Ministry of Labour (MOL) and the social partners. A DWCP tripartite committee was created and a coordination mechanism between MOL, social partners and the ILO was established. The project has created greater awareness of young people rights, as well as improved the outreach of trade unions to the informal economy. The general objective is to promote decent work as a key component of national development strategies.

- o Priority 1: Decent Work Opportunities for young Jordanian men and women are expanded through the promotion of better work conditions, non-discrimination and equal rights at work;
- o Priority 2: A minimum level of social security is extended to the most vulnerable groups of society through the social protection floor, as part of a more comprehensive social security system in Jordan;
- o Priority 3: Employment Opportunities are enhanced, with a focus on youth employment.

Crosscutting issues: Social dialogue, ILS, Gender equality.

Increase of productive and decent employment for young women and men in Jordan

- Improved signalling of skills, and market value of the Technical and Vocational Education and Training (TVET) certificates to facilitate training-to-work transition (through access to a national certification system);
- Increased capacity of MSMEs to contribute, on the supply side, to the quality of skills training through upgraded apprenticeships.
- Improved capacity of trade unions to increase their outreach to young women and men and advocate for their rights at work through the manual on youth rights at work including –gender-based discrimination.

Manual on Youth Rights at Work

- Develop a manual on the rights of young people at work, for both trainers and trainees;
- Improving negotiating skills of young people is very important in order to use the dialogue process with employers to achieve better work conditions;

Impact in Indonesia:

- Bringing competing organizations together
- Used for recruitment of new members
- Process allowed for prioritizing of important issues
- Mainstreaming of YR@W in training programmes allows trade unions to start discussions on their contributions

Impact in Jordan:

- Provides a tool for trade unions to reach youth and promoting youth rights
- Raise awareness and knowledge on YR@W among youth workers
- Training youth on labour rights particularly in the informal economy
- Training of trainers on YR@W from trade unions, CSOs, youth organizations, PWDs.

Future outlook and lessons learned in Jordan:

- Creation of a pool of trainers on promoting YR@W that could be used by trade unions for raising youth awareness about their rights and responsibilities.
- Adaptation of the manual by TVET providers to be included in the curricula of the trainees in the last period of training.
- Using the manual as a main tool for promoting YR@W in apprenticeship programmes, particularly in the informal apprenticeships.
- Launch an initiative about young people's rights, including the manual.
- Formation of a committee to follow up on the manual, constituted by representatives of official bodies of trade unions and concerned ministries and organizations.

Segment II: Green Jobs for Youth

4. Greening the Economy for youth: Barefoot College South-South Cooperation Initiative, Jordan and India

Mr. Dabbas explained the main details of the initiative, which has promoted women's economic empowerment and poverty alleviation through the creation of women's cooperatives in the village running a Solar Photovoltaic assembly and training centre. The Barefoot College (India) is a non-governmental organization that has been providing basic services and solutions to problems in rural communities for more than 40 years, with the objective of making them self-sufficient and sustainable. In a South-South Cooperation initiative between India and Jordan, two women from a rural village in Jordan spent 6 months in India (Barefoot College) and received training on the Solar PV electrification project. In the aftermath, 80 houses were fitted with solar PV electric energy lighting in Jordan.

5. Green Jobs for Youth and Regional Cooperation in the Arab States

Mr. Abaza's presentation was focused on initiatives to promote green jobs for youth and regional cooperation in the field of environment and public health improvement, rural and community-development, contribution to agricultural development, productivity and food security. The presentation was specifically on rural and community development through community-based solid waste management, production of organic fertilizers to contribute to soil productivity and increased crop production. The panellist explained the implementation and contributions of this project particularly in Egypt. This initiative has been recognized as a good practice and the Centre for Sustainable Development Solutions can potentially act as a catalyst to facilitate the South-South transfer of knowledge among Arab countries.

The community - based solid waste management project in El Katta village contributed to the reduction of municipal solid waste generated by households by encouraging the separation of waste and the production of organic fertilizers. The project resulted in creating jobs particularly among the youth, generating income for those involved and improving health and environmental conditions.

The initiative has raised awareness to the positive impacts of the project represented in generating income through the sale of separated waste and organic fertilizers. It has also resulted in creating new jobs (6 new jobs have so far been created). With the expansion of the project, which is expected to take place in 2014, additional jobs will be created. With the replication of the project in other locations in Egypt, additional jobs will be created at a relatively low investment cost. These initiatives of the Centre for Sustainable Development Solutions (CEDARE) can potentially act as a catalyst to facilitate the South-South transfer of knowledge among Arab countries.

6. Green Jobs for youth and Regional Cooperation: Case Studies and Comparative Analysis in the Arab States

This presentation showed success case studies and comparative analysis of initiatives to promote employment for youth in the Arab States especially through green jobs generation and small to medium enterprise creation for entrepreneurs and youth in Egypt, Jordan, Lebanon, and Morocco.

The sustainable entrepreneurship research has provided excellent examples for job creation that can be replicated in other countries.

A green economy is a balance between economic, social and environmental factors through:

- Preserving natural resources and the ecosystem,
- Sustainable economic growth,
- Employment generation,
- Encourage private sector investments,
- Making the market work for the poor,
- New sustainable practices: clean production, renewable energy, efficient consumption, reuse and recycling, and organic farming among many others.

Green entrepreneurship

- Integrates environmental, economic & social axis in core business
- Innovative solutions to the way goods and services are produced & consumed
- Scaling-up of the business model contributes to greening of the economy

The successful initiatives included:

a) in Egypt: Sustainable Tourism - Desert Lodge Resort; Solid Waste Management - Engineering Tasks Group; Sustainable Energy - OneraSystems; Sustainable Construction - adapt Egypt;

b) in Jordan: Sustainable Agriculture - Sakrah Women's Cooperatives; Recycling - Jordan Environment Society (JES);

c) in Lebanon: Sustainable Tourism - Tanail Ecotourism; Social Shops - Boutique Sociale; Traditional markets for small farmers - Souq ElTayeb;

d) in Morocco: Recycling - Green Chip (Management & Al Jisr);

Segment III: Promoting Decent Work for Youth, Skills Development and Cooperatives

7. Role of Cooperatives in Promoting Youth Employment, Occupied Palestinian Territories and Lebanon

This presentation described the work of the Union of Cooperative Associations for Saving and Credit (UCASC). The UCASC supports women's integration in rural development and their empowerment at the social, economic and political levels. It contributes in building stronger communities through the promotion of opportunities for youth and newly graduates, while enhancing their economic participation. The Union targets vulnerable women, especially young women in rural areas, through their saving and credit cooperative associations.

The work of this union (UCASC) has inspired other women financial cooperatives in Yemen where UCASC provided support to develop manuals and in Lebanon where the practice was shared during a workshop and served as inspiration for cooperative development in the country.

Institutions or organizations that finance, support, and participate in this experience:

- UCASC in-house resources (qualified staff, manuals, system, the membership of 12 cooperatives spread all over Palestine with around 7000 members).
- Palestinian Agricultural Relief Committee (PARC) - a NGO responsible for the establishment of the initiative which will be hosted until April 2014.
- International Fund for Agricultural Development (IFAD): supported the institutionalization of the savings and credit program.
- Welfare association (on-the-job training first phase) employment opportunities for recently graduated women.
- The Palestinian fund for Employment and Social Protection (PFESP) for the second phase (ongoing programme).

8. South-South Cooperation and Social and Solidarity Economy: My.COOP Training Package, Africa and Arab States

This presentation focused on SSTC in Cooperatives, especially the work of My.COOP, which is the result of a collaborative effort involving a wide range of partners such as cooperative development agencies, cooperative colleges and universities, cooperative and producer organizations, knowledge institutes and agencies of the United Nations.

It has helped to promote agricultural cooperatives among farmers. My.COOP has also developed the training skills of young professionals and agronomists working with producer organizations. The My.COOP training package has been translated to several languages to make it accessible to a wide array of countries. In addition there is an online platform which is an active discussion forum available for those who have participated in the training sessions. This platform is used for horizontal exchanges on different issues related to agricultural cooperatives in various countries.

Objectives: It covers managerial challenges that many agricultural cooperatives face, intent management and the management of its members.

1. Formative content:

- Educational curriculum
- Cooperative management

2. Partners

- Southern countries
- Northern countries
- UN organizations

3. Beneficiaries since 2012:

- Youth: high qualified
- Agricultural cooperatives
- Africa, Asia and Latin America, including Arab countries.

Steps mainstream experience in Arab countries

1. Browsing legislation cooperative with ILO
2. Taking into account the specificities of Arab States

3. Partnership to consolidate by Arab organizations
4. Guide for the management of agricultural cooperatives
5. Arab media and educational institutions.

9. Upgrading Apprenticeships: A Cross-Country Experience from Tunisia, Egypt and Jordan

This presentation described a cross-country experience from Tunisia, Egypt and Jordan on upgrading apprenticeships. In many countries with large informal economies, skills are acquired informally on-the-job through informal apprenticeships. Some countries like Egypt and Tunisia have devised legislation to respond to this reality. The ILO is assisting in strengthening existing systems and helped design a pilot approach in Jordan through different youth employment projects. The approach aims to recognize informal apprenticeship as a contributor to building the national skills base. National and local level dialogues helped identifying challenges and weaknesses in current approaches and proposed measures to improve existing systems and practices in partnership with social partners, and civil society.

Understanding informal apprenticeship systems

Issues for upgrading informal apprenticeship

Decent Work and equality

- Abolish child labour in informal apprenticeship
- Improve working conditions and health and safety at work
- Improve social protection
- Strengthen gender equality

Project experience in Egypt

1) ILO/WFP/UNICEF child labour project (2008-11)

Apprenticeship component reached 1000 apprentices in 72 occupations including: glass industry workers, soap production, barber, baker, turner, wood painter, plumber, and tailor.

- Project achievements: Formalization of working relations through apprenticeship contracts (*tadarrug elmeheni*), regular monitoring, OSH improvements.

2) ILO/WFP/UNICEF child labour project (2011-14)

Apprenticeship component targets 3000 apprentices in 25 agriculture-related trades.

- Project achievements: Apprenticeship contracts, skills scorecard for each occupation, off-the job training to apprentices (one day per week during 4 months), master craftsmen trained, OSH improvements.

Lessons learnt from Egypt

- None or very weak small business associations
- NGOs and other community organizations successfully mobilize businesses

- Enhance the capacity of the Ministry of Manpower and Migration and Migration (MoMM) to fulfil a supporting role
- Duration of apprenticeship is too long for many occupations
- Gap in legislation: No employment contract available for under 18 year-olds who completed apprenticeship
- ILO WISE (Work improvement in small enterprises) methodology proved very useful
- Interest by Food Chamber in partnering for final assessment.

Apprenticeship in Tunisia

Study on formal and informal apprenticeship under joint programme on Youth – Employment – Migration (UNDP, UNIDO, FAO, IOM, ILO) – sample of 124 enterprises.

Three types of apprenticeship (besides *alternance* and residential training)

- Formal apprenticeship leading to recognized certificate
- Non-formal apprenticeship for youth not meeting entry requirements (23% of all trainees in vocational training in 2011, contract F-0, meaning they do not attend complementary training in training centres)
- Informal apprenticeship

Project experience in Tunisia

- Workshop in May 2013 to discuss study findings
- Numerous good practices in Tunisia were identified, but experience was not shared, and training of apprenticeship counsellors had been neglected in the past.
- Recommendations included:
 - Improving governance and reviewing the regulatory frame
 - Strengthening the role of the apprenticeship counsellor and the workplace trainers (*maitre d'apprentissage*)
 - Open pathways from apprenticeship to further learning
- Decision to create a virtual platform under Spanish funded Youth Employment project to
 - share good practices, tools and material
 - Enable practitioners to exchange and discuss
 - Strengthen the socio-professional network among apprenticeship counsellors and workplace trainers.

Lessons learnt from Tunisia

- Good collaboration between Ministry, training authorities, workers and employers organizations around common objective
- Prototype will go live end of February

Apprenticeship in Jordan

- Study to understand informal apprenticeship in auto-repair and printing sector (employment potential)
- No legal framework to support apprenticeship

- Considerable mismatch between skills supply and demand
- 55% of labour force in private sector is informal
- Apprenticeship identified as effective training system
- Pilot designed with International Youth Foundation (IYF)

Project experience in Jordan

- Youth received 6 months training in private training centre (organized through IYF, including OSH, life skills, IT, rights at work, career guidance) and 4 months on-the-job training in micro and small enterprises
- Training quality was improved through on-the-job skills tracking, training of workplace trainers, award to best employer, regular monitoring visits.
- OSH improvements at workplace through WISE (Work Improvement in Small Enterprises)
- Apprentices participated in skills assessment for work license: 85% passed

Lessons learnt from Jordan

- Duration of on-the-job training needs to increase
- Challenging to agree to standard apprenticeship contract, working hours and working conditions
- Training for employers is easier if conducted at the employers' workshop–unwilling to leave workshop
- Pilot model to be improved, adapted, and expanded at national level
- Employers need to be in driving seat, hence closer involvement of employer associations and other stakeholders is paramount.