

Inter-regional Technical Forum on Skills for Trade, Employability and Inclusive Growth

National policies for inclusive skills development

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Outline



- Disparities among vulnerable groups
- Integrating skills development for employment promotion

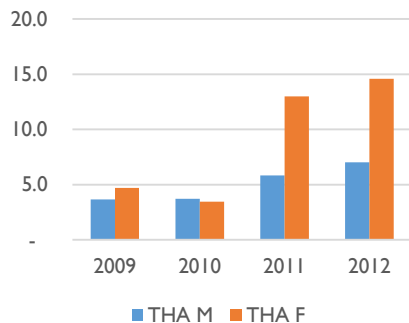
Disparities among vulnerable groups



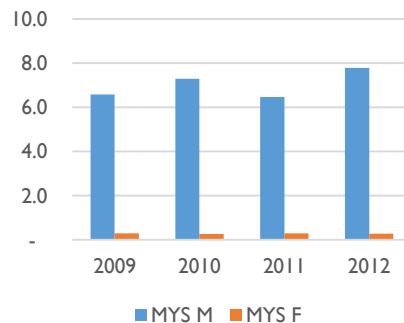
Are youth increasingly more likely to be unemployed than adults?

- Selected AP countries:

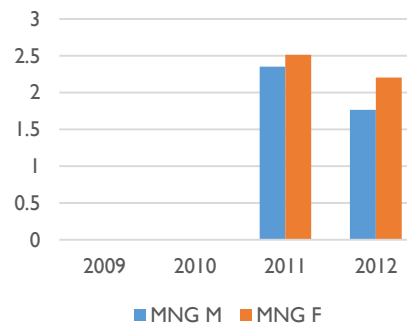
Thailand



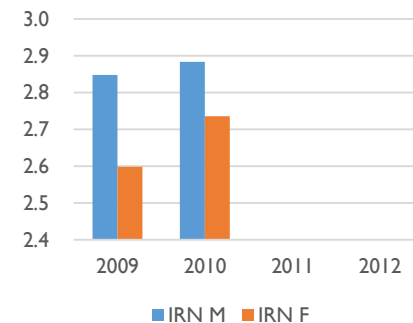
Malaysia



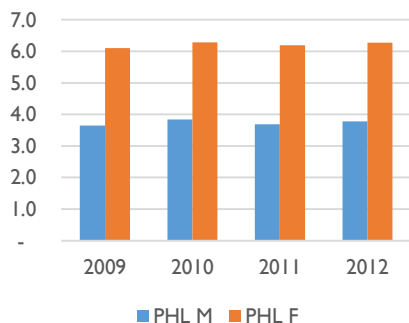
Mongolia



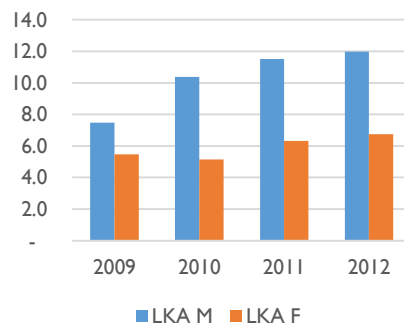
Iran



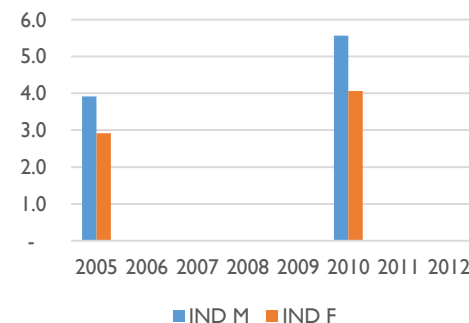
Philippines



Sri Lanka



India

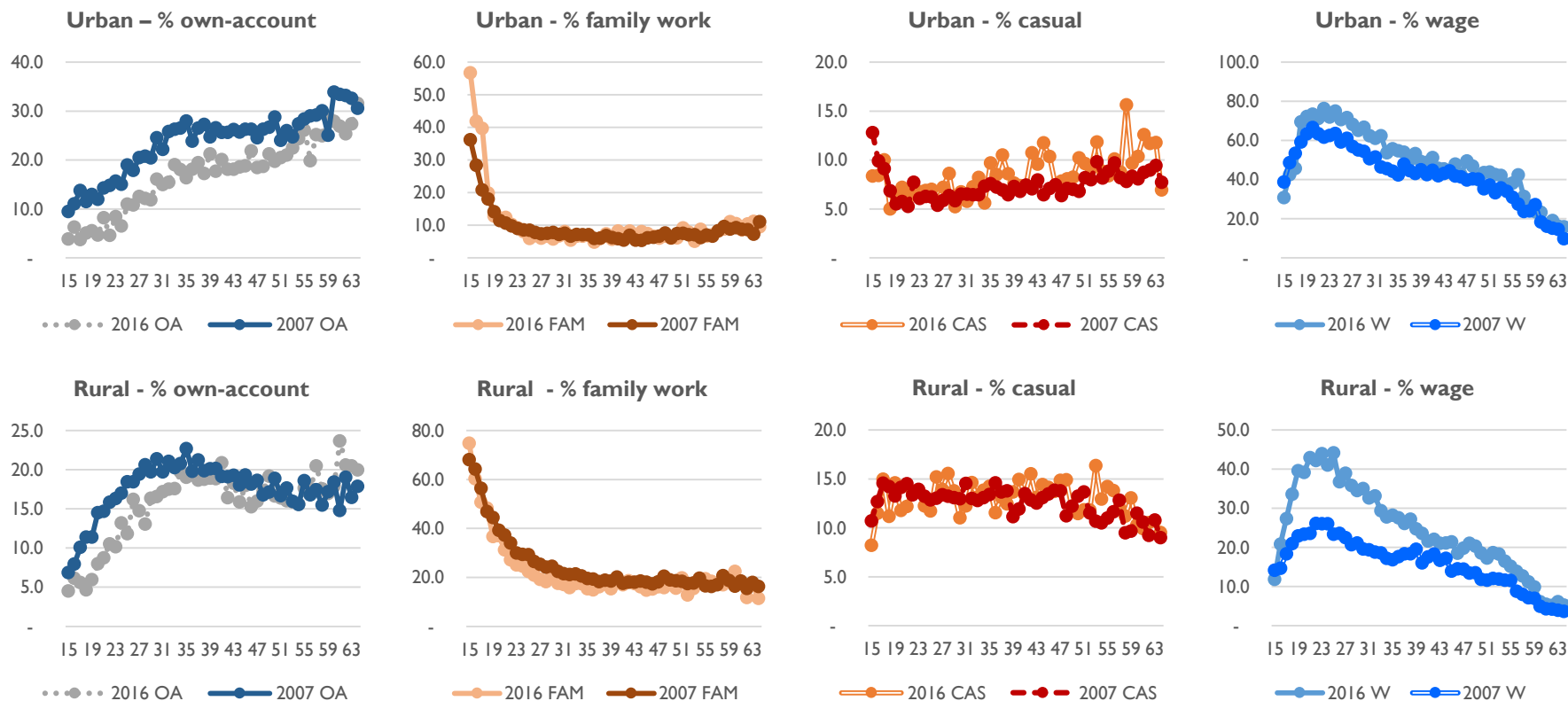


Disparities among vulnerable groups



What status in employment do urban and rural workers hold?

- Example (ILO estimates)



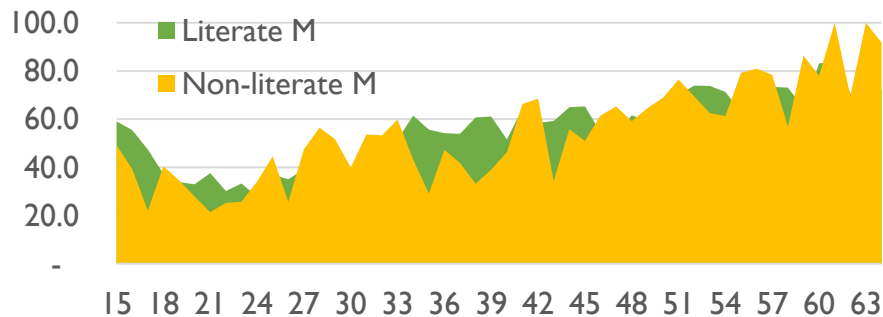
Disparities among vulnerable groups



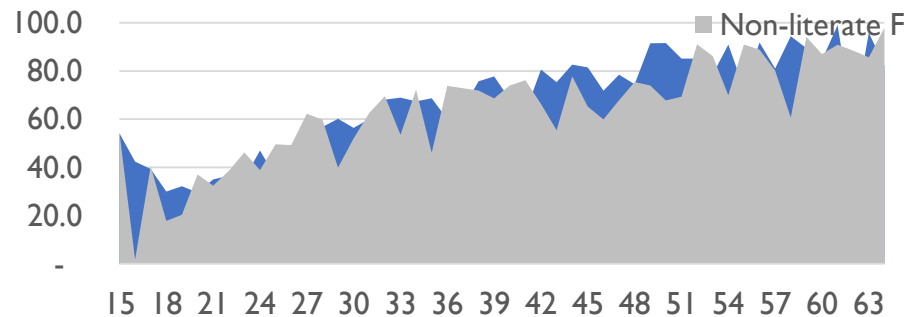
How likely are rural workers to be in 'vulnerable' employment, depending on educational background?

- Example 2012 (ILO estimates)

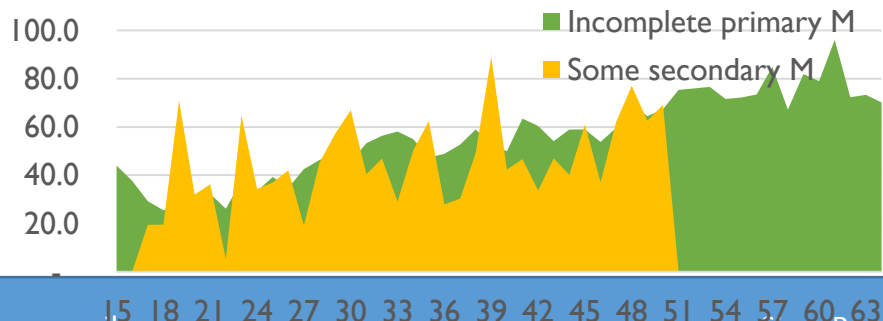
Rural male



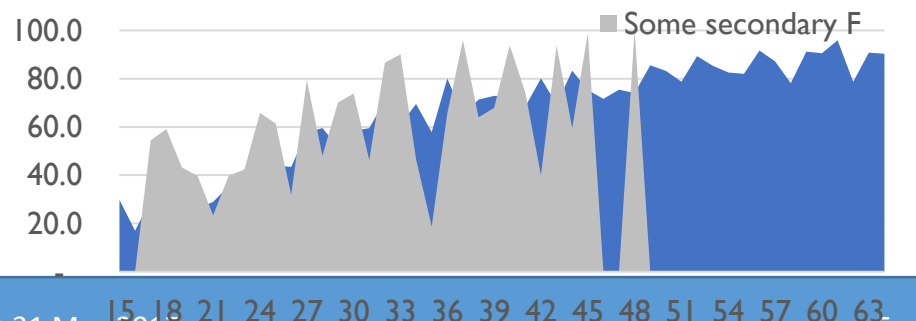
Rural female



Rural male



Rural female



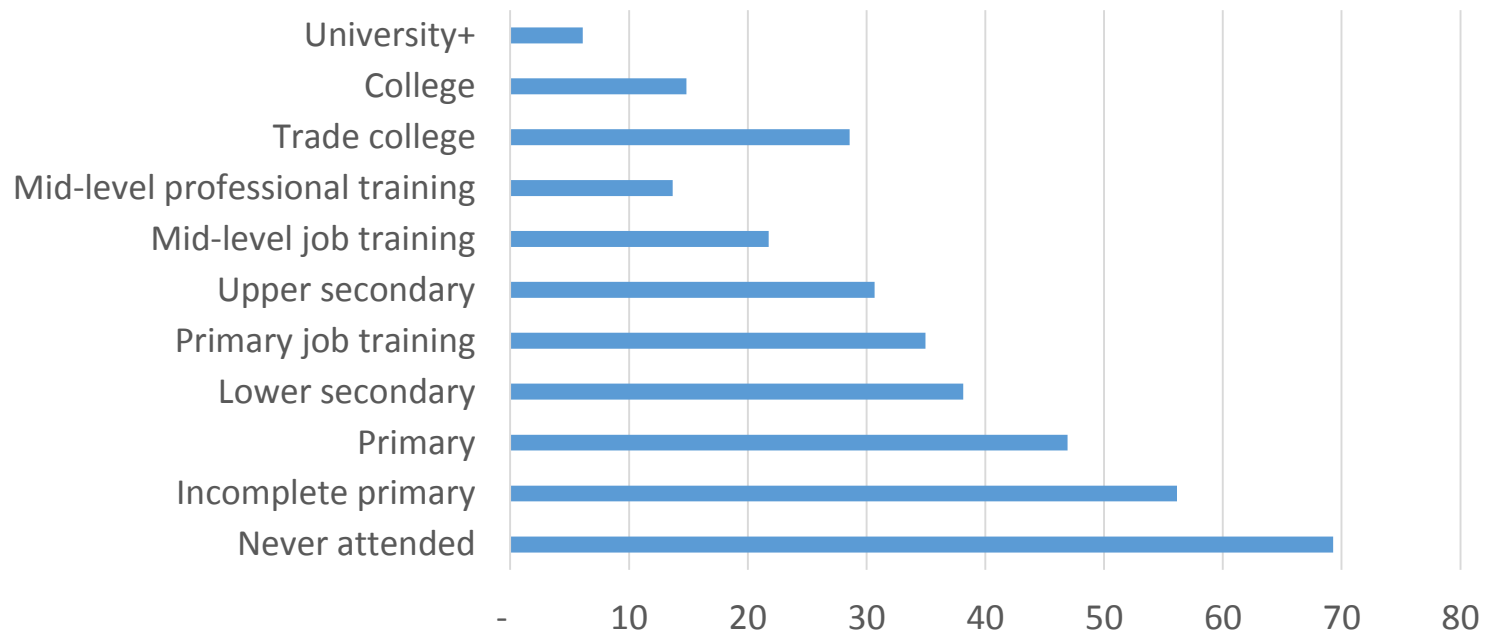
Disparities among vulnerable groups



How does educational attainment affect employment prospects?

- Can reduce the likelihood of holding informal employment..

% informal employment in formal sector, 2014



Integrating skills development in employment promotion



Diversification poses multiple challenges **at the same time**

- Demands for different/new skills
 - Sufficient competencies? Among the vulnerable groups?
 - Is there capacity/capability for policies to respond? How quickly? To what extent?
 - Can disparities among the vulnerable groups widen?

Integrating skills development in employment promotion



Diversification poses multiple challenges **at the same time**

- ‘Right’ environment
 - Macroeconomic
 - Market networks and demands
 - FTAs/Economic Partnerships
 - Enterprise development – regulations/finance

Integrating skills development in employment promotion



Diversification poses multiple challenges **at the same time**

- Greater **coordination** required between skills, employment and economic (trade) policies
 - Policy efficiency and effectiveness – concerted action and policy messages
 - Platform to bring key stakeholders together
 - Information: labour market, registration, policy and institutional

Integrating skills development in employment promotion



Case of Cambodia – led and coordinated by the MoLVT

- National Employment Policy 2015-2025 embodies skills development as one of the key goals
- It coordinates/aligns with the Industrial Development Policy 2015-2025
- The goal on skills development is led and coordinated by DGTVET
- Different stakeholders and their policy actions are brought together in an inter-ministerial committee

Integrating skills development in employment promotion



Case of Cambodia – led and coordinated by the MoLVT

- Multiple facets of vulnerabilities can and need to be addressed within the policy framework, e.g. through:
 - Skills development – including those already out of school
 - Facilitating formalization
 - Improving working conditions

Integrating skills development in employment promotion



Case of Cambodia – led and coordinated by the MoLVT

- Some lessons are being learned through the policy cycle
 - Policy mapping (at the implementation plan level) is a useful exercise
 - Policy coordination is difficult! ... particularly at the implementation level
 - Implementation & coordination at the local authority level may require further support

Integrating skills development in employment promotion



Case of Cambodia – led and coordinated by the MoLVT

- Some lessons are being learned through the policy cycle
 - Capacity constraints
 - Stronger monitoring & evaluation framework
 - Evaluation/assessments- especially in relation to inclusion of the most vulnerable



Thank you!