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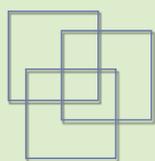


International
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ILO Asia-Pacific Working Paper Series

Youth employability surveys in the Philippines: an integrative report

December 2009



Subregional Office for South-East Asia and the Pacific
Manila

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Foreword

Youth unemployment and the difficulty of transiting from school to work has been a persistent and significant problem not just in the Philippines, but throughout the Southeast Asia and the Pacific region. A number of policy and programme initiatives have been introduced to address youth unemployment problems including provision of labour market information, skills training and upgrading, online job-matching, nurturing of entrepreneurship skills, etc. All these initiatives benefit from the political will of different stakeholders and often require both large sum of money (usually taken from national budget appropriations where they have to compete against other urgent priorities) as well as human resources and the energy to sustain each initiative. Despite all these programmes, the problem of youth unemployment persists. This might lead one to pose questions such as: “are we doing the right thing?”, “what types of youth-oriented and labour market initiatives would lead to employment creation?” and so forth.

In order to ensure these initiatives and reforms impact on young people and their lives in a positive and tangible manner, there is a need for a greater understanding of the nature of the environment that such initiatives are designed to address. As well as understanding the dynamics of the labour market, an important first step is to know the current profile of young people entering the workforce for the first time. This study is a response to that need and was commissioned by the ILO through the *Promoting Youth Employment in the Philippines (PYEP): Policy and Action Project* to assist policy makers (especially those operating within local government units who interact most often with young people needing work) in analyzing the real situation of the youth today in their locality: their needs, aspirations, and constraints, etc. so that officials and social workers can target and prioritize particular youth groups in greatest need, better address the problems they face and craft value-for-money solutions, measures, and/or youth investment options.

As always, we at the ILO Office hope that this initiative can be used by other local government units (LGUs) towards better understanding of the youth and employment challenges in their locality for them to craft effective and efficient measures to address youth unemployment.

Linda Wirth-Dominice
Director, ILO-SRO Manila

Preface

The Philippines was one of four countries selected for an initial three-year phase of the International Labour Organization's Action Programme for Decent Work under an agreement signed in 2002 between the local tripartite partners.¹ Promoting youth employment is one target outcome under this Decent Work Country Programme (DWCP) specifically under Pillar 2: "creating employment opportunities for men and women."²

CIDA Philippines through its Private Sector Development Fund provided a grant to pilot-test the youth employment project in the Philippines. The PYEP project aimed at capacitating relevant stakeholder institutions to assess the state of the labour markets at both the national and local levels, identifying employment growth areas that would provide opportunities for current and future youth, and its various segments. These segments were identified as: (i) students; (ii) the employed youth (including those that were self-employed); (iii) the unemployed job-seekers; and (iv) those not in the workforce.

Finally, armed with the knowledge of current and potential future opportunities, the project sought to foster the necessary conditions to realize such opportunities. An important component of this was recognition of the need to promote entrepreneurialism among the youth and a series of training modules were introduced and piloted in specific localities designed to encourage youth to think of themselves as micro entrepreneurs.

Importantly, the project disaggregated the factors and conditions surrounding youth unemployment from the more general unemployment and underemployment problem facing the Philippines and fostered the realization among stakeholders that this was indeed a separable problem that required its own specific set of interventions in order to resolve. Unemployment during a person's early working years can discourage a person and reduce self-esteem. This often leads to a lifetime of unemployment or underemployment and wasted potential for the country.

To make the programme implementable and measurable, the project management team dovetailed its project strategy with the ongoing effort of the ILO Manila to promote local development and decent work in other areas.

Thus, there were a number of activities funded under the youth employment project that were carried out to address broader targets of the DWCP and which were co-funded through other allocations: for instance promoting local development and decent work (such as developing the studies linking youth employment to local economic development strategies) and also funds allocated for promoting gender equality in employment.

Eight pilot locations were selected partly on the basis of recommendations of the Department of Labor and Employment (DOLE)–Bureau of Rural Workers which the DOLE assessed as showing already some level of success based on implementation of other national flagship programmes including those on poverty reduction. The final decision was also made on the basis of an assessment of the ILO Manila as to the openness of the local LGU leadership to work with the ILO in this regard.

Policy research was undertaken which led to consequent technical discussion and advocacy activities conducted to harness multi-sector support for a policy and action agenda that would complement, replicate, disseminate and scale up the delivery of tried and tested employment support services for youth throughout the country. These policy research papers are integrated into this set of working papers.

National and local partners participated in a series of ILO-organized advocacy and learning forums and were oriented in the ILO entrepreneurship tools (KAB, GYB/SYB and GET AHEAD) which were pilot tested in 48 secondary schools throughout the country as well as in TESDA-administered schools.

¹ See for example http://www.unwire.org/unwire/20020514/26368_story.asp (accessed 21 November 2009).

² See for example ILO, 2006 *From Pilot to Decent Work Pilot Programme*, Geneva; available online at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_079471.pdf (accessed 23 November 2009).

Knowledge materials were produced to assist both institutional partners and target youth beneficiaries during and after the project period while documentation of the supported demonstration projects helped in disseminating lessons and facilitated replication of good practices by other parties. Three of these are incorporated into this working paper series: the Briefing Guide; the Operations Guide; and the Independent Evaluation Report.

Finally, ILO-CIDA-PYEP supported projects were developed to create immediate and limited scale of demonstration effect on jobs, incomes and decent work status of target youth segments. These were piloted in select localities using ILO tools and expertise which generated results favourable to intermediary local institutions and target youth beneficiaries. These demonstration projects were useful for improvement, replication and scaling up.

These particularly covered:

1. For Angono – five projects anchored on art tourism including: (i) arts exhibits; (ii) traditional animation and artistic training, (iii) souvenir items development and culinary arts, (iv) souvenir items development using recycled materials, and (v) tour guide training and transport-aided tourism promotion that directly enhanced skills translated to jobs and income opportunities for 110 young artistically inclined youth.
2. For Concepcion – one project anchored on eco-tourism titled “LGU and Youth Employment Generation Capacity on Tourism Development” that enabled 20 youth direct beneficiaries duly screened and selected, from the different barangays of the town to acquire through structured learning opportunities necessary attitude, exposure and skills to start, grow and sustain in a business-like manner the operations of an LGU tourism services shop, This will indirectly benefit 400 local potential and existing artisans and entrepreneurs.
3. For Cotabato City – one project on enabling a Muslim youth-run organization to prepare and expand its business service lines to include blueprinting services on top of established computer and photocopying service lines; in effect creating additional opportunities for the organization’s target out-of-school-youth; and enabling employed out-of-school-youth to earn incomes sufficient to cover for their needs and for costs in pursuing a short vocational/technical training course of their choice.
4. For Davao City – one project enhancing the employability factor of targeted disadvantaged youth in the city such as the out-of-school-youth and the job seeking unemployed youth technically inclined to engage in jobs in the hotel and restaurant industry, building electrical wiring trade and metal arc welding trade. The programme provided for skills training, testing and certification; entrepreneurship orientation, personality development, post-training employment services, and a mechanism for employers’ feedback on programme participants.
5. For Dumaguete – one project enhancing values, industry/trade skills and entrepreneurship base of local unemployed graduates. As an adjunct to this, the city provided two tracks of post-training employment facilities services for the youth. One track is geared towards getting trainees employed in the labour-short but high-paying Business Process Outsourcing-Information and Communication Technologies (BPO-ICT) sector as well as in hospitality and automotives sectors. Another track is geared towards enabling these young people to start-up their own service shops.
6. For Guimaras Province – two different projects with the first one supporting employability and actual employment of 50 local youth for housing sector jobs; the second one complementing resources mobilized by the provincial government to implement an integrated set of employment interventions based on identified gaps and action points from the youth employment planning workshop.
7. For La Castellana – one project affording young people and their parents in comprehensive agrarian reform programme (CARP) whose long pending land disputes case have been finally settled and thus ready to respectively invest in the development of their respective lands with entrepreneurship orientation, training and post-training support services.

8. For Marikina City – provided the city with technical (e.g. feasibility studies) and brokering (e.g. between BPO firms and Marikina LGU) services to complement the overall efforts of the LGU to organize a fully functioning one-stop-shop labour market centre capable of delivering a comprehensive set of employment services for the city with a special focus on the more disadvantaged youth segments.

These projects served as a deciding point for LGUs and stakeholders to mainstream youth employment policy and action points in local development planning, budget and administration processes. The second set of papers in this series provides case studies that highlight how the ILO-sponsored interventions complemented local economic development initiatives in each of these eight areas and the result obtained.

The evaluation report concluded with a note that the PYEP is clearly just a beginning; that it has managed to establish momentum that can be carried on by the project partners with or without further project support. It underscored the challenges facing all the partners involved, the local governments, the partner non-governmental organizations (NGOs), the schools and training institutions, the employer groups, trade unions, national government agencies, and the international development institutions involved (ILO and CIDA), that is to do what is necessary to ensure that such momentum is not dissipated.

This series of working papers provides a record of the project outcomes and a benchmark from which to assess the longevity of the interventions.

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List of acronyms

BPO	Business Process Outsourcing
CIDA	Canadian International Development Agency
DOLE	Department of Labor and Employment
ILO	International Labour Organization
IT	Information Technology
KAB	Know About Business
LGU	Local Government Unit
NGO	Non-Governmental Organization
OFW	Overseas Filipino Workers
OSY	Out-of-School-Youth
PYEP	Promoting Youth Employment in the Philippines
RTW	Ready-to-Wear
SER	Socio-Economic Report
SYB	Start Your Business
TESDA	Technical Education and Skills Development Authority
TLRC	Technology and Livelihood Resource Center
TNS	Taylor Nelson and Sofres

Acknowledgements

Special thanks to the Canadian International Development Agency (CIDA) for supporting the ILO's project of *Promoting Youth Employment in the Philippines (PYEP)*, the select young women and young men who participated in the survey, the multi-stakeholders in the eight pilot sites of the project who worked in validating the survey findings and providing their valuable comments and the additional inputs and insights provided by the team, from Taylor Nelson and Sofres, managed by Ms Sheila Gonzales who administered the survey process.

Finally, acknowledgement to the ILO Employment, PYEP and Publication Team for providing the overall coordination in delivering this knowledge product.

A note on spelling conventions

In accordance with the practice of the International Labour Organization (ILO) this document follows the general spelling conventions as laid out in the Oxford Dictionary. Where two or more alternative spellings are allowed, we normally apply the first such spelling.

Exceptions are made for proper names. Thus we use the general term of “labour market” and “labour scenarios” but “Department of Labor and Employment” and “Labour Code of the Philippines.

Youth employability surveys in the Philippines: an integrative report

1 Introduction

One of the most serious and longstanding problems of the Philippines is providing adequate employment opportunities for its young men and women. Even in times of strong economic growth, unemployment and underemployment remains a significant problem for people in the Philippines, and especially younger people. Employment is an integral factor in providing a sense of purpose, direction and self-esteem necessary to the overall physical and mental health of an individual.

Cognizant of the unemployment problems faced by the Philippine Government, the International Labour Organization (ILO) created the *Promoting Youth Employment in the Philippines (PYEP)*, a two-year project concerned particularly with obtaining better recognition and understanding of the employment situation of young men and women. More specifically, the project sought to facilitate the creation of employment opportunities for the youth of the Philippines by: (i) supporting efforts of the Philippine Government and its partners in formulating and implementing an integrated policy and programme package for the youth; and (ii) implementing various action programmes with key youth targets including school leavers, young people with low skill jobs, unemployed youth in the informal economy, and young entrepreneurs.³

The ILO's efforts include the formulation and implementation of integrated employment strategies with the specific focus on several key elements: employability, equal opportunities, entrepreneurship, and employment creation. It has supported selected local government units (LGUs) in drafting strategies for local economic development. Ongoing efforts, even after the planning and demonstration project implementation stages show that there is a need for a more deliberate and effective approach to employment generation for young people.

Thus, a more in depth analysis of the key factors that affect the current employment condition of the Philippine youth segment is necessary. This will allow for the formulation of more reflective strategies and policies, both at national and local levels, to address this unemployment concern. Consequently, there is the need to ensure that such measures will make an impact on poverty alleviation and socio-economic development in a substantive way.

One of the major constraints faced by LGUs in the planning and implementing local employment strategies has been and remains the lack of comprehensive and systematic gender disaggregated data as a basis for analysis of local youth employment condition. Further studies focusing more intensely on the subject at hand are required in order to come up with the most efficient measures to combat the problem.

Aware of the lack of information to address the shortcomings adequately, the ILO commissioned Taylor Nelson and Sofres (TNS) Philippines, Inc. to conduct surveys among seven pilot areas in the country. The study's primary objective was to gather baseline information on the profile of the young people in the country to better understand youth employment conditions in the Philippines.

1.1 Background of the study

The study includes the results of the surveys and discussions from these seven areas namely: Marikina City, Dumaguete City, Cotabato City, Davao City, Guimaras Province, Concepcion (Iloilo), and La Castellana (Negros Occidental). A similar undertaking was executed earlier in Angono but excluded from this report as it was executed by another service provider and the results were not directly comparable.

A two-phased study (qualitative and quantitative) was originally recommended for all these pilot areas. However, given time and budgetary constraints, the qualitative study was undertaken extensively for Marikina and—on a more limited scale—in Concepcion (Iloilo) and La Castellana (Negros

³ In the Philippines, the category of "youth" is applied to those in the age brackets 15–24 and 25–30.

Box 1: Economic classes in the Philippines

In terms of income disparities, out of 135 countries listed in the CIA World Factbook, the Philippines is ranked at position number 40 with a Gini Coefficient of 45.8. This places the Philippines in the bottom one third of ranked countries in terms of income equality. According to the CIA data, the top 10 per cent of Filipino households receive 31.2 per cent of total income while the bottom 10 per cent received only 2.4 per cent. According to official surveys, around 30 per cent of the population is below the poverty line. Private surveys that measure, self-rated poverty place the percentage even higher.

For survey and marketing purposes, social divisions are often divided into five classes from 'A' to 'E' with 'A' representing the most wealthy and 'E' the least wealthy.

Class AB together comprise the elite which is typically considered to be around 10 per cent of the population of which the true elite (A) represent around 1 per cent and the 'B' class around 9 per cent. The 'C' group comprises the middle class and is subdivided into 'Upper C' – or upwardly mobile, 'Broad C' a group that is tending to become downwardly mobile as a result of economic hardship despite their education. The 'C' class together are considered to represent around 20 per cent of the population.

Low income families who have some regular income belong to Class D; often these people will work in the informal sector or in contract employment. The poorest of the poor belong to Class E and in rural areas are often the squatters or those begging in the streets.

Households belonging to classes AB and C+ have monthly incomes of over PhP30,000. More than one in every 10 households (11.7 per cent) in Greater Manila belong to the AB class, who earn more than PhP50,000 a month, while 13.6 per cent belong to the upper C class, with a monthly household income of between PhP30,000 and PhP50,000. Those in urban areas belonging to the E class generally have a monthly income of less than PhP8,000 a month.

Occidental). Even with these limitations, quantitative survey results from these pilot areas produced significant and, indeed, overwhelming results. These results were to a degree validated and substantiated in local employment planning workshops. These results in combination provide an in-depth outlook of the current youth employment situation in the Philippines referenced against the present socio-cultural and economic background.

The surveys and associated focused group discussions, aimed to provide a set of baseline data on the youth profile particularly in terms of employment status within each of the pilot areas. Further, the profiling exercise provided a more in-depth understanding of the causes and effects of employment and unemployment specific to each locality and situation. Some were location-specific while other results were common across all areas. Results from this study are expected to help both ILO and LGU-level partners in better understanding the varied needs of the youth, thereby enhancing the programmes that will further improve employment and entrepreneurial skills of these young people as well as their quality of life.

1.2 Objectives

The first phase of the study conducted was quantitative. This phase was intended to profile the youth of the selected pilot areas in terms of educational attainment, employment status, skills and/or training acquired, demographic profile, preferences, and other key factors. Specifically, the quantitative phase aimed to: (i) determine the demographic profile of the youth within each pilot area; (ii) find out proportions of young women and men in each type of employment/unemployment situation; and (iii) determine academic as well as experiential skills acquired, work conditions and levels of employment security experienced, extent of awareness of employment and entrepreneurship opportunities, youth's ability to adapt to changing job and business markets.

On the other hand, the qualitative phase was geared towards providing more transparent insights on the problems faced by both employed and unemployed youth as a result of the quantitative study. The specific objectives of this phase were to: (i) understand the youth's feelings and attitude towards finding a job; (ii) understand their work experiences and needs; (iii) understand deeper reasons and hesitations of the youth outside the labour force towards employment; and (iv) recognize their work preferences in the light of their current life plans.

1.3 Sample respondents' profile

A total of 1,700 respondents from households systematically selected and representing all economic class (A, B, C, D, and E) were interviewed (Box 1). Respondent profiling included a 50-50 gender ratio with age ranging from 13 to 30 years old. The wide range of ages was selected intentionally to capture the young population who might have been forced, circumstantially or otherwise, to stop schooling and join the labour force. The respondents' group structure was segmented into: (i) self-employed/employed; (ii) job-seekers; (iii) students; and (iv) those not in the work force.

1.4 Key findings

The majority of respondents came from lower-income households, mostly class D and E (Box 1). Only in the relatively urbanized areas, in this case Marikina City and Dumaguete City are respondents from higher income classes represented.

This explains why only respondents in these cities have a substantial percentage of youth who were able to complete college education.

The survey also shows that youth respondents in La Castellana, Negros Occidental are the most disadvantaged group in terms of educational attainment with only 17 per cent of respondents having had some vocational schooling/reached college the level/completed college education. Findings also show that the majority of respondents within that group are within the 15–19 years old bracket and are single.

The significant percentage of teenagers represented in the sample explains why the bulk of these youth respondents are still students. A third of the respondents across the pilot areas are composed of the employed (wage workers) and the self-employed. An even greater number of youth, as shown in Table 1-1, are not in the labour force.

Across pilot areas, most of those not in the labour force are women. This is due to the fact that most homebound youth are female, married and with children. While these youth signified interest in finding work, it is evident that traditional household roles still apply. This youth segment is most likely to be involved with family duties and responsibilities. Thus, their desires are likely to bend towards entrepreneurship, rather than employment. It is inevitable that for these young mothers, their care giving roles assume precedence over their desire for financial empowerment and independence.

Gender role typecasting was also evident in the professional preferences of both male and female youth and in the availability of the work opportunities as shown by the survey results, particularly in Iloilo and Negros Occidental.

Findings also show that a significant number of youth, not in the labour force, are out-of-school-youth (OSY). This group is found to be pessimistic, displaying characteristics of demoralization and despair. While these young people find work opportunities scarce, a certain percentage of youth, particularly in Negros Occidental are willing to try opportunities outside the country. While this tendency was most evident in one survey area, other surveys suggest it may be widespread.⁴ These Overseas Filipino Workers (OFW) aspirants are most likely influenced by relatives and friends, and a promise of a better, higher paying job outside the Philippines.

One of the most interesting revelations of the study is the perception of what constitutes a decent job by young people. Clear differences emerged between rural and urban respondents. While most respondents defined a decent job as a function of the amount of salary or financial security it offers, a significant number of respondents assess jobs according to a company's reputation. This type of response was most in evident among respondents of Marikina City, being the most highly urbanized

⁴ While in conducting this survey, the interest in overseas work was found to be most prevalent in Negros Occidental, other surveys have shown that this interest is more general and indeed entire colleges have now been established in many areas specifically to train young people for careers overseas. Nursing is the best example of this.

pilot area among other factors. It is also important to note that a substantial number of respondents from provincial areas define a “decent job” on the basis of the nature of the work.

Table 1-1: Profiling the youth of the Philippines

Participating locality	Marikina	Concepcion	La Castellana	Guimaras	Dumaguete	Davao	Cotabato	Per cent of total respondents
Sample size per locality	200	200	200	500	200	200	200	1700
Results in per cent	%	%	%	%	%	%	%	%
Economic/Income class								
Class AB	3	-	-	-	-	-	-	0.4
Class C	21	-	-	1	12	5	1	4.9
Class D	54	41	58	61	60	68	60	58.1
Class E	23	59	42	38	28	27	39	36.8
Age group								
1–14 years old	-	14	20	15	16	12	14	13.4
15–19 years old	37	40	35	30	33	37	34	34.2
20–24 years old	28	19	21	29	25	29	23	25.6
25–30 years old	35	27	24	26	27	22	29	26.9
Civil status								
Single/Never married	70	68	75	70	70	77	62	70.2
Married/Living in	30	32	25	30	30	23	38	29.8
Educational attainment								
Some/Completed Elementary	3	25	29	9	10	14	15	13.9
Some high school	19	31	33	35	37	30	34	31.9
Completed high School	22	16	22	22	13	24	17	19.9
Some/Completed vocational	7	8	8	13	5	6	8	8.8
Some college	33	14	7	12	26	16	17	16.0
Completed college	16	6	2	9	10	10	10	9.0
OFW remittance								
Recipient	30	9	11	15	18	22	13	16.5
Non-recipient	70	91	89	86	82	78	87	83.8

Note - = negligible

* Marikina only covered 15–24 years old. In other areas 1–14 years old covered to check on child workers

In other pilot areas, another interesting finding was the response of most rural youth signifying their willingness to accept work whatever the conditions may be. On the other hand, most respondents from highly urbanized areas (Marikina City and Davao City), were inclined towards stability, compensation, and fitness of the job to their level of qualification.

Results from more focused quantitative surveys, on the youth of Iloilo and Negros Occidental, illustrated that most employed youth accepted their jobs simply because of the salary, irrespective of the working conditions. Worse, these wages are often far below than the minimum wage prescribed by law and yet appear to be commensurate to their relatively low educational attainment.

Survey results from pilot areas also strengthen the findings that the most obvious reasons for unemployment are financial constraints (e.g. cost of higher education, high cost of transportation, etc.). Other relevant factors include limited access to information on job vacancies or financially sound self-employment opportunities, discrimination, lack of training, and lack of available work alternatives.

In the end, it is evident that education is still the key determinant in finding a job. Low educational attainment is the foremost obstacle the youth confronts in finding decent employment. Additionally, educational attainment has great influence in setting work preferences, views on work, life in general, and aspirations for the future.

2 Current situation of the youth labour force

The current situation of the country's labour force as it relates to the youth can be better understood through labour market segmentation. Knowing in which of those market segments young people are disproportionately represented will assist in defining factors of utmost importance and hence policy priorities. Further, an in-depth analysis across segments will aid in identifying the causes that lead to this segmentation within the youth labour force.

Survey results from the seven pilot areas shows that more than one third fall into the category of "student" (average 34 per cent), particularly in Dumaguete (47 per cent) and Davao (40 per cent); both of which are provincial cities and established education centres. The second highest category across all locations are those "not in the labour force" (and not studying). This category makes up a further 32 per cent and is highest in Guimaras. Together, these two categories make up almost two-thirds of all youth.

Figure 1: Youth segments for La Castellana, Negros Occidental

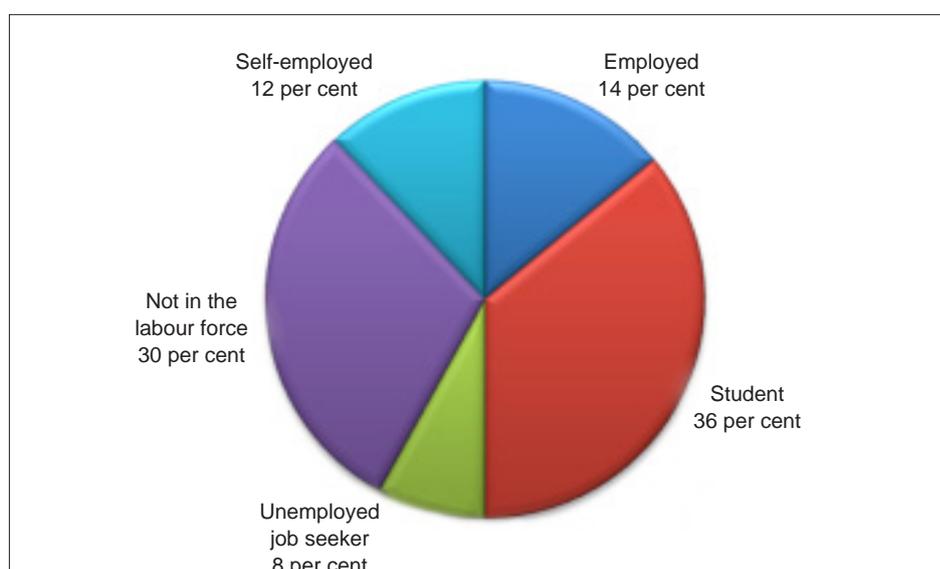


Figure 2: Youth segments for Concepcion, Iloilo



The remaining one third is almost evenly divided between those who are employed or self-employed and those who are underemployed or underemployed job seekers. These survey results are shown in Table 2-1.

Segmentation of the youth labour force in a more focus analysis from both the sample populations of La Castellana (Negros Occidental) and Concepcion (Iloilo) strengthen such findings. Figures from the quantitative study from these two pilot areas showed that the combined pool of the employed and the self-employed to be relative high percentages of the total sample, 26 per cent for Negros Occidental (Figure 1) and 29 per cent for Iloilo (Figure 2).

From Table 2-1 and the figures we see that the percentages of the youth not in the labour force in these two areas are also high with averaged percentages equalling to 30 per cent and 32 per cent respectively. While many in this category would be female youth who have opted out of the labour market it represents a substantial economic resource that is not being tapped at present. This is discussed further below. It is also important to note that census data shows that a third of the general population for each pilot area is composed of students. This may be attributed to the fact that most youth included in the sample are teenagers, falling with the age range of 15 to 19 years old.

Table 2-1: Youth segmentation by category and locality

Locality	Marikina	Concepcion	La Castellana	Guimaras	Dumaguete	Davao	Cotabato	Average
Sample	200	200	200	500	200	200	200	1700
Youth category in percent	%	%	%	%	%	%	%	%
Employed (wage earners)	6	4	5	5	7	5	9	6
Self-employed	8	17	12	12	3	2	11	10
Underemployed	14	6	9	6	6	12	6	8
Underemployed job seekers	19	8	8	9	12	12	6	10
Youth not in the labour force	21	33	30	40	25	28	34	32
Students	32	32	36	28	47	41	34	34

Note: *Marikina only covered 15–24 year old

2.1 Youth not in the labour force

Across all pilot areas, employed youth—including self-employed—are in the minority. Most do not belong to the labour force. A large number of the youth in this survey segment are female and from classes D and E (Table 2-2). Although the majority of youth across all pilot areas are single, and in the age range 15 to 24 years old; a significant number of them are married with children, which makes them bound to household responsibilities, particularly child-rearing. Of the total sample (533) in this category, 38 per cent claimed to be “taking care of children/siblings”.

This finding is consistent with both socio-demographic profiling in the two pilot areas. Results from the Negros Occidental survey show that 75 per cent of those not in the work force are female (Table 2-3). For Iloilo, the figure reached 69 per cent (Table 2-4). Since most of these females are married—72 per cent and 66 per cent for Negros Occidental and Iloilo respectively— it was presumed that these youth are most likely those bound to family responsibilities and home duties. Likewise, this section of the youth segment includes experienced and first time mothers as well as single parents making child rearing and attending to household works their top priorities.

Given that most of these females are mothers and aged between 21 and 30, it is worthwhile to note that the foremost reason for not having and/or not looking for a job is family duties. Having to take care of the children and being in charge of the household chores are given as additional reasons. The qualitative study on this segment illustrates that the world of work among mothers mainly revolves around their households. As it is, most of these mothers are resigned to their home duties. Culture and community peer pressure therefore, greatly influences the priorities and preferences of these young people. Conventionally, the mothers are homemakers who are expected to stay at home and take care of the children full-time, and so it is, for most subsistence economies, as illustrated by conditions in Negros Occidental and Iloilo.

Table 2-2: Profile of youth not in the workforce

Participating locality	Marikina	Concepcion	La Castellana	Guimaras	Dumaguete	Davao	Cotabato	Average
Total number not in the workforce	41	65	59	191	52	55	70	533
Results in per cent	%	%	%	%	%	%	%	%
<u>Economic/Income class</u>								
Class ABC	22	-	-	1	10	2	-	3
Class D	54	34	51	64	56	67	61	57
Class E	24	66	49	35	35	31	39	40
<u>Gender</u>								
Male	27	31	25	37	27	27	33	32
Female	73	69	75	63	73	73	67	68
<u>Age group</u>								
1-14 years old	-	5	9	3	8	5	-	4
15-24 years old	64	65	56	66	40	69	58	61
25-30 years old	36	31	35	31	52	26	39	34
<u>Civil status</u>								
Single/Never married	59	60	56	58	38	62	44	55
Married/Living in	41	40	44	42	62	38	56	45
<u>Main reason for not looking for work</u>								
Taking care of children/siblings	34	43	41	30	56	42	37	38
<u>Inclination to work, wage/ self employed</u>								
Have general plan to work in the future	78	83	64	77	48	47	48	67
Plan to work in the next one or more years	42	59	34	51	35	28	25	42
<u>For those inclined to work</u>								
Be wage-employed	59	37	7	34	48	62	15	35
Be an entrepreneur	37	59	79	63	44	35	74	59
<u>Skills/Resource needed for job/ business</u>								
Need to finish college	41	50	32	24	52	27	41	35
Need knowledge in business	25	26	47	40	10	35	12	31
Need IT skills	13	4	-	5	14	8	-	5
Need communication skills	13	11	5	8	28	35	6	13
Vocational/Technical skills	3	7	3	11	6	-	6	7
Capital	38	22	28	14	52	-	-	19
Inclination to work abroad	47	30	26	44	54	16	27	36

Note: Marikina covered 15-24 years old

Furthermore, the profiles of such young mothers show that a majority either finished some years in high school or attended college. While for this group, the reasons for stopping schooling skewed towards financial constraints, another significant factor worth mentioning is early marriage, some even in their teen years (15-19 years old). Interestingly, some young married females admit that marriage was their response to their desire for a better life. Specifically, they thought marriage was a key factor in giving meaning to their lives.

Table 2-3: Socio-demographic profile of youth in the sample from Negros Occidental

Base - total interviews	Total	Economic class		Gender		Age group		Civil status		Working status			
		D	E	M	F	13-24	25-30	Single	Married/Living-in	Student	Self employed	Un-employed job seeker	Youth not in the workforce
	200	117	83	100	100	153	47	149	51	72	54	15	59
Per cent	%	%	%	%	%	%	%	%	%	%	%	%	%
<u>Economic/Income class</u>													
D	58			59	58	60	55	63	45	69	56	47	51
E	42			41	42	41	45	37	55	31	44	53	49
<u>Gender</u>													
Male	50	50	49			54	36	58	28	46	76	73	25
Female	50	50	51			46	64	42	72	54	24	27	75

Table 2-4: Socio-demographic profile of youth in the sample from Iloilo

Base - total interviews	Total	Economic class		Gender		Age group		Civil status		Working status			
		D	E	M	F	13-24	25-30	Single	Married/Living-in	Student	Self employed	Un-employed job seeker	Youth not in the workforce
	200	81	119	100	100	145	54	136	64	63	57	15	65
Per cent	%	%	%	%	%	%	%	%	%	%	%	%	
Economic class													
D	41			35	46	45	30	46	28	56	28	53	34
E	60			65	34	56	70	54	72	44	72	47	66
Gender													
Male	50	43	55			54	39	57	34	49	79	27	31
Female	50	57	45			46	61	43	66	51	21	73	69

Another characteristic most common to these unemployed youth is their low educational attainment, the majority of whom reached/finished only some years in elementary or in high school. Youth profiling undertaken across all pilot areas show that a large percentage of the youth sampled were only high school graduates or among those who had only attained some level of high school education. A minimal number of the youth in these pilot areas had some college education but even fewer had completed college education. On average only 27 per cent of youth had either some college (17 per cent) or had completed college (10 per cent). The majority of youth in these categories come from the relatively urbanized areas, in this case, respondents from Marikina and Dumaguete cities (Table 2-5).

Table 2-5: Youth profiling by educational attainment

Base total interviews	Marikina	Concepcion	La Castellana	Guimaras	Dumaguete	Davao	Cotabato	Average
	200	200	200	500	200	200	200	1700
Educational attainment in per cent	%	%	%	%	%	%	%	%
Some/Completed elementary	3	25	29	9	10	14	15	14
Some high school	19	31	33	35	37	30	34	32
Completed high School	22	16	22	22	13	24	17	20
Some/Completed vocational	7	8	8	13	5	6	8	9
Some college	33	14	7	12	26	16	17	17
Completed college	16	6	2	9	10	10	10	9

Note: Marikina only covered 15-24 years old

Across all pilot areas two-thirds had only a high school education or less. As noted above, of the remainder, only nine per cent had completed college while 26 per cent had some college or vocational training.

Youth who had stopped schooling usually did so because of financial constraints. Generally, and noting the high emphasis given to education of their children by Filipino parents, the main reason given for quitting school was purely economic as manifested in the responses of the youth when asked for the reason why they had to give up their studies. Seven out of 10 youth within the Negros and Iloilo respondents, acknowledged poverty as the main reason for leaving school (Table 2-6).

Table 2-6: Main reasons for stopping school education

Base: Total not in the work force	Total for Negros Occidental (per cent)	Total for Iloilo (per cent)
Economic reason (too poor/could not afford)	75	63
Recurring sickness	5	2
Got married/pregnant	5	4
Did not enjoy schooling	5	8
Others	10	26

Education is then, still a function of income class. Those who belong to higher income classes are those with enough resources to afford higher educational levels thereby increasing their opportunities

for work and other life alternatives. Consequently, youth from lower income classes have relatively lower educational attainment. The age when these lower income youth stopped their schooling ranges commonly from 15–17 years old; technically, between their second to fourth years of high school. Other reasons for not continuing education include recurring sickness, early marriage and pregnancy, lack of interest in schooling, early death of parents and late enrolment.

Aside from lack of education, several other factors influence the decision of this segment of youth to not join the labour force. Among these are the lack, if not an absence, of suitable work for this group, financial problems, specifically the inability of these individuals to pay for transportation and other costs of finding a job, and the lack of education.

Despite the fact that this segment of youth are not currently working and are not looking for jobs, a great number have manifested their intention to find work in the future. However, such intentions are often skewed towards starting a business of their own. The most common business preferences include establishing a sari-sari (village) store, running a grocery store and the buy-and-sell of ready-to-wear clothes (RTW). Still, a certain percentage of this segment aspires to be wage earners.

The inclination of youth towards starting their own business can be attributed to the civil status of most of the youth in this segment—the young mothers—as discussed earlier. This being so, their family orientation inclines them to establish work near to home rather than work further away which will mean less time for household duties. The bulk of these respondents opt to run sari-sari stores, which can be done from the comfort of their homes. Such a set up will provide a basic income while at the same time fulfilling their responsibilities as mothers, thus, maximizing opportunities with minimal tradeoffs.

Note that the preferences of Iloilo respondents are more diverse than the preferences of Negros Occidental respondents. Indeed, preferences differ from one pilot area to another as it is a function of cultural and educational background, aspirations, values, etc. While some factors appear common to all, there are other factors operating that are strongly influenced by the local environment.

2.2 The employed/self-employed

About a third of the youth across pilot areas belong to the employed and self-employed segments. Most of these youth, when interviewed, admitted that the work was accepted no matter the conditions involved (Table 2-7). An analysis of their job search processes demonstrated that employed youth sought work for an average of three months and applied for an average of two jobs, undergoing at least one company interview. Those employed youth in urbanized cities appear the least desperate to find work when still looking for a job. In addition, these youth, having come from relatively higher income classes and with higher educational attainments, were those who would more likely to consider only those jobs that fit their level of qualification and who demanded higher salaries.

Table 2-7: Job standards and other details

Participating locality	Marikina	Concepcion	La Castellana	Guimaras	Dumaguete	Davao	Cotabato	Average
Base: Total number of wage/self-employed persons	57	57	54	120	24	38	50	400
Results in per cent	%	%	%	%	%	%	%	%
Standards in accepting job*								
Accept any job whatever the conditions are	16	35	24	31	33	9	27	26
Accept job if stable, well paid, and match	23	22	14	29	19	24	6	21
Inclined to work abroad	51	35	26	43	36	63	22	40
Min. monthly pay required (PhP) med. **	5 000	2 000	1 200	2 500	3 600	3 000	2 000	2 661
Current job								
Service job	19	7	19	22	20	28	13	18
Skilled job	17	5	4	9	28	5	9	10
Unskilled job	15	12	25	12	16	23	37	19
Farming /Fishing	-	56	33	17	-	-	4	18
Small-scale businessmen	10	12	15	16	19	12	17	14
Job provisions								
With written contract	33	18	15	9	24	26	13	18
With benefits	85	23	28	21	54	68	37	40
Received training on present job	31	2	9	7	24	21	15	13
With security of tenure on present job	69	69	81	71	66	47	60	68
Believe in workplace equality for M/F	84	30	28	52	85	50	55	52

Note: *Marikina covered 15–24 years old;*
**Very low base i.e. below 30;*
***wages covered wage-employed youth*

Even if indications confirm that these individuals would accept the most readily available job offered to them, specifically for youth in the rural areas, they often claimed to have a required minimum amount of salary (reservation wage) before accepting an offered job. However, this reservation wage is very low, typically ranging from PhP1,200 to PhP2,000 per month in rural areas. The average across all participants was PhP2,661 per month. Such low reservation wages of the youth is again due to their lack of education and aspirations. Since they know that opportunities for those who have minimal educational attainment are relatively scarce compared to those who have finished higher levels of education, their tendency is to regard themselves as inferior, thereby lowering their expected salary or income.

In addition, it is significant to note that most youth in rural areas believe that work opportunities favour males over females. Only in urban areas is the bulk of youth (84 per cent) optimistic that there are equal opportunities for both male and female workers. This is attributable to the fact that in urban areas the male and female workforce is equally represented in our survey. (Note that while Dumaguete shows a result similar to that of Marikina, the percentage of the employed/self-employed in Dumaguete is below 30 per cent.)

Further examination of the job processes of this segment reveals that while direct applications to employers and checking out potential cities in which to work were the most common means of finding a job, most were able to get employment eventually through the assistance of relatives and friends. More than half of the employed respondents of Concepcion, Iloilo sought assistance from friends and family while in La Castellana, Negros Occidental the figure is 43 per cent (Table 2-8).

Given these statistics, it is not surprising to learn that the main sources of information on job vacancies or (perceived) lucrative business opportunities are relatives and friends for those employed and those self-employed. Likewise, since these youth are mostly inexperienced and have a need for more education and training, it is probable to conclude that there exists a dependency on parents and relatives in finding work or starting a business. The opinion and advice of parents and relatives plays an important role in the selection process of a job that is to be accepted by respondents. Then again, only the highly urbanized youth from Marikina, where respondents obviously have easier access to the internet, was online work or information about potential employment sourced from the internet or other media, a factor.

Table 2-8: Profile of employed/self-employed youth

Participating locality	Marikina	Concepcion	La Castellana	Guimaras	Dumaguete	Davao	Cotabato	Average
Total number of wage/ self-employed	57	57	54	120	24 **	38	50	400
Results in per cent	%	%	%	%	%	%	%	%
<u>Economic/Income class</u>								
Class ABC	25	-		3	7	5	-	5
Class D	51	28	56	48	55	71	52	50
Class E	25	72	44	49	38	24	48	45
<u>Gender</u>								
Male	47	79	76	64	59	68	66	66
Female	53	21	24	35	41	32	34	34
<u>Age group</u>								
1-14 years old	-	7	6	3	-	-	-	3
15-24 years old	36	48	57	52	35	45	44	47
25-30 years old	64	46	37	45	66	55	56	50
<u>Civil status</u>								
Single/Never married	42	47	59	55	41	47	32	48
Married/Living in	58	53	41	45	59	53	68	52
<u>Employment status</u>								
Regular	51	28	30	43	49	30	31	38
Contractual	32	30	40	23	36	44	24	30
Self-employed/Family worker	17	42	30	34	15	26	45	32
<u>Source of information for job search</u>								
Friends	48	51	37	45	61	70	39	48
Relatives	39	47	57	55	33	28	57	48
Newspaper	20	-	2	-	-	7	4	4
Internet	12	-	-	-	-	-	-	2

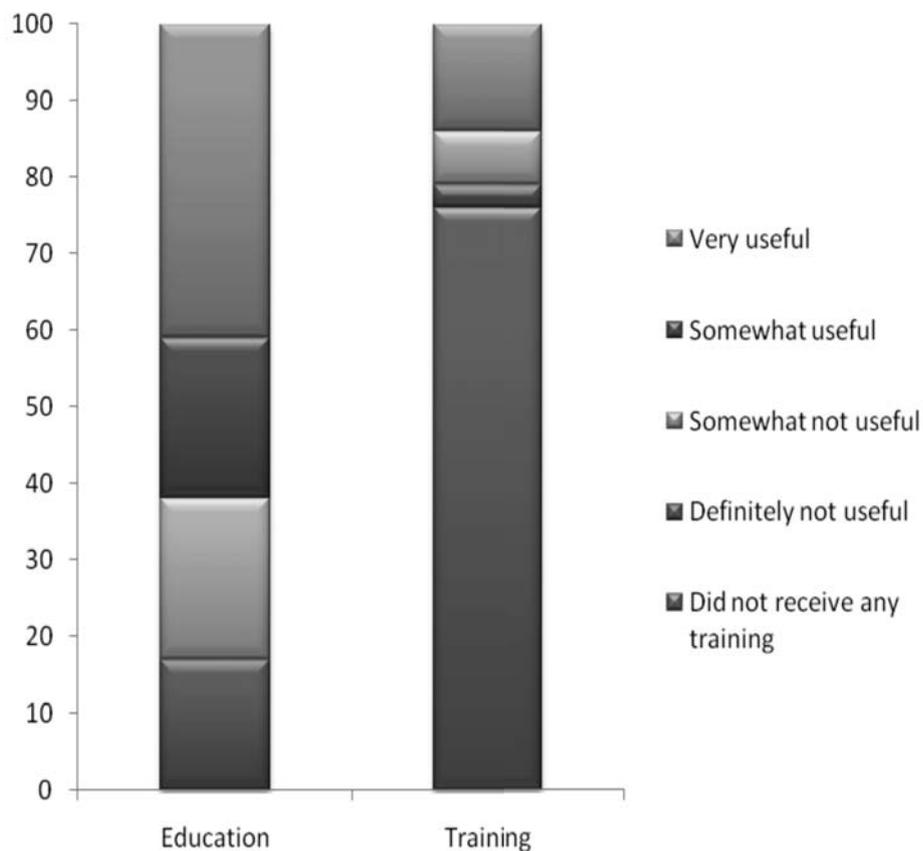
Note: Marikina covered 15-24 years old;
 * Very low base i.e. below 30;
 **wages covered wage-employed youth

Another finding from the survey worth looking into in more detail is the presence of very young people within the labour force (Table 2-8). The legal minimum working age in the Philippines is 15 years. Nevertheless, some young people below this age (13-14 years old) and working were found in rural areas particularly in Guimaras (3 per cent), La Castellana, Negros Occidental (6 per cent), and Concepcion, Iloilo (7 per cent). Most likely, these are children who were forced to stop schooling at very young ages to be able to work for their families. Accordingly, because of their low educational attainment, these young workers would be forced to accept jobs with meagre salaries throughout their working lives.

Education is also an important factor in the situation of the employed and self-employed. When asked about the hurdles encountered in finding a job, the most common response was lack of education. This response was given in 72 per cent of cases sampled for Negros Occidental and 30 per cent for the same youth segment sampled in Iloilo. These youths regard educational attainment a very useful tool in getting a job (Figure 3 and Figure 4). Education, then, serves as a signal to employers regarding likely employability of the applicant. Most likely, the higher the education and/or the level of training received, the higher the perceived ability of the applicant and therefore the higher the offered wage and position. Consequently, the higher the level of education attained by an individual, the greater the opportunity for that individual to get a better job.

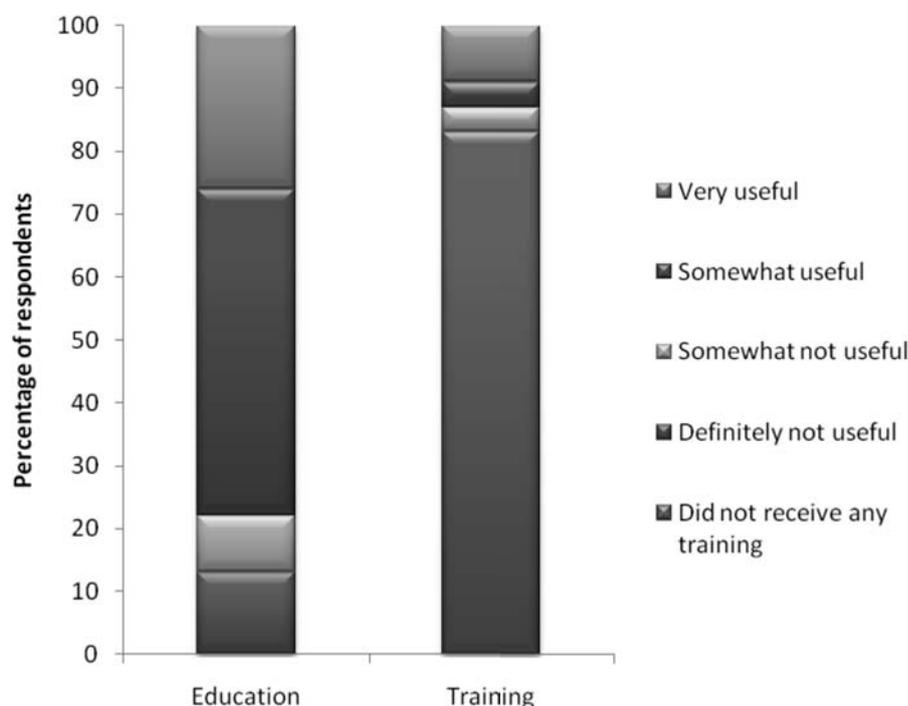
Unfortunately for this segment of the youth, while high regard for education and training was manifested in their responses, the vast majority lack an education, and worse, have not received any kind of vocational training. Thus, not surprisingly, these employed/self-employed youth were mostly 'under-employed'. Results across the pilot areas show that the rural areas are those where the highest percentage of the employed/self-employed are contract workers, predominantly in La Castellana, Negros Occidental (40 per cent), and Davao (44 per cent). This implies instability of work and unsecured flow of income for the members of this segment of the labour market.

Figure 3: Usefulness of previous education and training received in getting current job: responses from Concepcion, Iloilo



Base: Total employed (n=23). Low sampling base read with caution

Figure 4: Usefulness of previous education and training received in getting current job: responses from La Castellana, Negros Occidental



Base: Total employed (n=29). Low sampling base read with caution

Examining the present work details of this segment illustrates that the jobs being undertaken by these youth are predominantly in agricultural/forestry industry (43 per cent for Negros Occidental), and in the fishing industry (53 per cent for Iloilo). The rest of the youth are scattered among farmers (33 per cent), fishermen/farmers (in case of Iloilo), skilled and unskilled workers (12 per cent), and small-scale entrepreneurs (15 per cent).

Employment then, or the current work undertaken by this segment, is a function of educational attainment, training acquired, reservation wage, perception of the job, information from friends and relatives, available work/business opportunities, and the geographic area in which they are located (whether the economy is rural or urban).

2.3 The unemployed/job seekers

While this segment comprises only a small percentage of the youth labour force, it is important nevertheless, to look into their conditions as well as the reasons for their unemployment. The majority of these unemployed/job seekers are male and are single (Table 2-9). Even those in the higher social classes (ABC) are not spared from unemployment as 16 per cent of class A, B, and C from the urbanized pilot area, in this case Marikina City, are included in this segment. Scrutinizing such conditions would lead to identification of several underlying reasons for being unable to find work.

Table 2-9: Profile of unemployed job-seekers

Participating locality	Marikina	Guimaras
Total number of wage/self-employed	37	47
Results in per cent	%	%
<u>Economic/Income class</u>		
Class ABC	16	-
Class D	43	65
Class E	41	35
<u>Gender</u>		
Male	65	61
Female	35	39
<u>Age group</u>		
15-24 years old	73	80
25-30 years old	27	20
<u>Civil status</u>		
Single/Never married	65	69
Married/Living in	27	23
<u>Source of information for job search</u>		
Friends	65	69
Relatives	27	23
Newspaper	32	7
Internet	24	-
<u>Standards in accepting job *</u>		
Accept any job whatever the conditions are	5	16
Accept job if stable, well paid and match	43	34
<u>Type of work desired</u>		
Service crew job	14	6
Factory job	11	10
Call centre job	11	-
Sales job	8	21
Office job	8	7
Teaching job	-	9
Construction job	5	9
Undecided	11	5
<u>Skills/Resource needed for job/business</u>		
Need to finish college	22	35
Need IT skills	19	11
Need communication skills	14	13
Vocational/technical skills	11	26
Inclination to work abroad	73	74
Minimum monthly salary required (PHP)	PhP7 000	PhP3 000

Data is compared from one urban and one rural sample group. Other sample localities had very small base of unemployed/jobseekers; hence not included in the data presentation

The major factors pinpointed in all pilot areas are: (i) financial constraints; (ii) educational attainment, hand in hand with; (iii) discrimination in terms schools or universities attended; (iv) youth's preference as influenced by their regard for themselves; (v) availability of alternative work; and (vi) the dependency on assistance from parents and relatives.

Financial constraints mainly focused on the lack of money to pay for transportation and basic needs in applying for work. Stiff competition arises between those who have higher levels of education and those who do not. The situation is even worse for those who dropped out of school as they have very little, if any, chance against those who graduated from college or even high school. Discrimination as to universities attended are still prevalent, as employers tend to favour those who come from the so-called 'top ten' universities in the country. More so, these employers prefer the highest possible educational attainment of an individual even when not required by the job. The system of 'influential-backers' is still another major factor, as some employers accept applicants who were referred by colleagues and or relatives.

For those who were fortunate to have college diplomas, the most common impediment to finding decent work is the educational attainment itself. These individuals tend to have high regard for themselves, thus having high standards for job positions and therefore usually demanding higher salaries than those on offer. This group is most likely to be those who would consider working abroad.

A number of them also tend to have a high regard for their image or self-esteem (*amor propio*). More often than not, their concern is to ensure that the nature of their work defines their status in the labour force. The clear preference of this segment tends towards working only in urban business districts, hence giving them the status of 'young urban professionals'.

A certain portion of this segment remains unemployed as they continue to depend upon the generous financial assistance given by their parents or overseas relatives. Conversely, there are also those who wish to find work abroad and who have been influenced by these relatives in making this decision. Members of this group, influenced by friends and relatives who have worked overseas, are lured to work outside the country in the hope that they too will be able to find better work opportunities and higher earnings in other countries.

Table 2-10: Profile of the students

Participating locality	Marikina	Concepcion	La Castellana	Guimaras	Dumaguete	Davao	Cotabato	Average
Base—Total interviews	65	63	72	142	95	82	68	587
Results in per cent	%	%	%	%	%	%	%	%
Economic/Income class								
Class ABC	27	0	0	1	18	7	2	7
Class D	63	56	69	65	65	65	66	64
Class E	11	44	31	34	17	27	32	28
Gender								
Male	59	49	46	52	60	52	54	53
Female	41	51	54	48	40	48	46	47
Age group								
1–14 years old	0	37	46	47	30	26	38	34
15–24 years old	95	62	54	52	70	74	62	65
25–30 years old	5	2	0	1	0	0	0	1
Civil status								
Single/Never married	98	100	100	98	97	100	98	99
Married/Living in	2	0	0	2	3	0	2	1
Inclination to work, wage/self employed								
Have general plan to work in the future	65	60	50	35	50	47	72	51
Have plan to start business in the future	5	1	0	0	11	1	22	5
Inclination to work abroad	71	61	42	54	70	62	46	58

Note: Marikina covered 15–24 years old only

2.4 The students

Almost a half of the sample population across all pilot areas is below 20 years (46.6 per cent, see Table 1-1), a large number of the youth are in the category of students (Table 2-10). The majority of the youth in this segment are 15–24 years old, and are single. While those youth not in the labour force (and not students) are inclined towards establishing their own businesses, the majority of students are skewed towards finding paid employment. The majority of youth in this segment intend to look for a job after school. This inclination is also established in the similar responses solicited from the sample of Negros Occidental (50 per cent) and Iloilo (60 per cent), as depicted in the high percentages of youth who plans to work after graduation. Moreover, a large proportion of these students have a high inclination to work abroad, primarily because as students they are more likely to have higher idealistic aspirations and earning capabilities on the global market.

3 Analyzing the factors that define the status of youth in the labour force

Having presented the current status of youth in the labour force, it is now important to look into the factors that determines into which segment they fall (or are pushed). More importantly there is a need to identify those factors that affect their working preferences as well as the impediments to achieving their preferred outcome. A major discussion on both these issues and the various sub issues is an

integral part in understanding the structure of the youth labour force. Once this has been done, there will be a better understanding of the factors at work and this will be of great importance in formulating strategies and policies for the betterment of the employment condition of this sector.

3.1 Family background

Number and age of family members as well as social status has an inevitable influence on a young person's personality. The composition of the household, and especially the number of dependents (including younger siblings), is one of the main reasons given by many respondents for seeking work. The weight of responsibility assigned to an individual member of the family is another. Thus, one's family background is a major factor in determining a youth's inclination to work or not. Nature of residency, parental backgrounds, and the presence of relatives that extends support to a certain household are among others.

A majority of respondents in the quantitative study were born and raised in their family residences, (78 per cent percent for both Negros Occidental and Iloilo sample populations). This could be one factor explaining why a number of the youth opt to stay and find work in the same area. Most households are composed of immediate families while a certain number have extended family members. The number of 'who depends on whom' then influences one decision whether and where to enter the labour market.

For relatively low income families, the youth are more likely to be forced to stop schooling and instead help in generating income for the family. The same is true for those youth whose parents (the father, the mother or both) are already deceased for the surviving family members are now burdened with raising their younger siblings. For families who are in the relatively higher income classes, the decision to work may be primarily due to pressure from the parents, the responsibility to continue the family's business (this is particularly true for families in the higher classes). This group is also the most likely to have easier access to work opportunities as they are more educated, more trained and they have the 'connections'.

The presence of other relatives who support the family, e.g. the OFW relatives who send remittances, influence the youth decision-making process as regard to finding work in two distinctive ways. While some tends to be dependent on the generous financial assistance of relatives and use it as a reason for avoiding entering the workforce, others are attracted to following the same path and try their luck in other countries. Interestingly, some youth education was supported by relatives, took courses recommended to them and eventually jobs determined by these people. As courtesy to the generosity of these relatives, these youth tend to take courses requested of them rather than follow their personal preferences. On conclusion of their course they then accepted jobs referred to them.

3.2 Life aspirations and work preferences

The factor of close family ties on the youth influences their aspirations to uplift their families' state of living. In fact, even their desire for better education (32 per cent for both Negros Occidental and Iloilo sample population), and employment (29 per cent for Negros Occidental and 44 per cent for Iloilo) are fuelled by this goal.

Education, being a means to an end, leads to academic completion as a vital objective. Almost half of the respondents in both pilot areas of the quantitative study agreed that finishing their education is an important goal in life, indeed for many it is their highest ambition. This goal is highest among the youth in class D, the 13–24 age group, those who remain single, and those who are still students. These groups represent the youth who are more capable, physically and financially, of attending school. For those in class E, the desire to have a better life in general, is the chief priority. It also important to note that most of the unemployed wish to finish education or find a stable job while the bulk of those not in the labour force mainly aim to finish education and improve their quality of life. The "quality of life" factor includes aspirations to have a good family life, lots of money and owning a house. These results are shown in Table 3-1 and Table 3-2.

Table 3-1: Most important goal in life – responses from La Castellana, Negros Occidental

Item	Total	Economic class		Gender		Age group		Civil status		Working status			
		D	E	M	F	13-24	25-30	Single	Married/ Living-in	Student	Self employed	Unemployed job seeker	Youth not in the workforce
Base—Total interviews	200	81	119	100	100	146	54	136	64	63	57	15#	65
Per cent	%	%	%	%	%	%	%	%	%	%	%	%	%
Education - related goals-net	46	54	40	40	51	51	30	54	28	62	26	47	46
Finishing education	41	48	35	37	44	50	15	52	16	62	18	27	43
For spouse/children to finish school	5	6	3	2	7	1	15	1	13	-	7	20	3
Better quality of life net	27	25	29	26	28	23	39	20	42	11	42	13	32
Having better quality of life	15	9	19	13	16	10	28	8	28	6	21	-	20
Having a good family life	5	5	5	6	4	5	6	4	6	2	12	-	3
Having lots of money	4	4	3	5	2	4	2	3	5	-	5	7	5
Work abroad	3	5	1	2	3	3	2	4	-	2	4	7	2
Having own house	2	3	1	-	3	1	2	1	3	2	-	-	3
Employment-related goal-net	24	19	27	29	18	23	26	24	23	25	25	33	19
Getting a stable job	17	12	19	19	14	16	19	17	16	14	14	33	17
Being successful at work	3	4	3	3	3	4	-	4	-	8	2	-	-
Having a successful business	3	1	3	4	1	2	4	1	6	-	7	-	2
Others-net	4	3	5	5	3	3	6	3	6	2	7	7	3

* Figures below 3 per cent are not included

very low base, read with caution

As to career aspirations, a majority of the youth interviewed across pilot areas conveyed preference over starting own business, particularly running a sari-sari/mini-grocery store (Table 3-3 and Table 3-4). This is more pronounced among older and married youth, probably because having their source of income at the comforts of their homes is the most convenient setup while attending to household duties. While most mothers prefer to establish own business, students are more inclined to aspire for work whether in the government sector, family business, private company or multinational corporation. Young mothers are most likely bound by their duties to their families, whereas, students are more ambitious and are relatively care free. The latter see employment as a means to earn regular income and to grow as an individual.

Table 3-2: Most important goal in life – responses from Concepcion, Iloilo

Item	Total	Economic class		Gender		Age group		Civil status		Working status			
		D	E	M	F	13-24	25-30	Single	Married/ Living in	Student	Self employed	Unemployed job seeker	Youth not in the workforce
Base—Total interviews	200	117	83	100	100	153	47	149	51	72	54	15	15
Per cent	%	%	%	%	%	%	%	%	%	%	%	%	%
Education-related goals-net	44	46	41	44	44	50	26	50	28	56	24	47	48
Finishing education	40	43	36	41	39	47	17	48	16	56	19	47	39
For spouse/children to finish school	3	3	2	1	4	1	9	-	10	-	4	-	5
Continuing/Furthering education	2	1	2	2	1	2	-	1	2	-	2	-	3
Employment-related goal-net	29	32	25	29	29	28	32	28	33	29	33	40	22
Getting a stable job	17	16	17	16	17	18	13	17	16	18	15	40	10
Work abroad	6	6	5	5	6	3	13	3	12	1	7	-	10
Being successful at work	5	7	2	6	4	5	6	5	6	6	9	-	2
Better quality of life-net	23	17	31	26	20	21	30	23	24	15	33	13	25
Having better quality of life	12	10	15	11	13	11	15	11	14	6	20	-	15
Having a good family life	6	3	10	7	4	5	6	5	6	6	6	13	3
Having lots of money	3	1	6	4	2	3	4	3	4	1	6	-	3
Having own house	2	3	1	4	-	2	2	3	-	3	2	-	2
Others - Net	4	5	2	1	7	1	13	-	16	-	9	-	5
Good health	2	3	-	-	3	-	6	-	6	-	6	-	-

* Figure below 1 per cent not included

Surprisingly, the youth from the class D and E groups in both pilot areas expressed a preference for starting their own business over all other types of employment (although in the case of La Castellana, among Class E respondents there was a very slight preference for government work). This preference was especially noticeable among respondents aged 25–30 years and those that were married (perhaps reflecting the weight of female preferences). Overall, working for government was the second preferred choice and was most prevalent among those aged 13–24 years.

Table 3-3: Preferred type of employment – La Castellana, Negros Occidental

Interview response	Total	Economic class		Gender		Age group		Civil status	
		D	E	M	F	13-24	25-30	Single	Married/ Living-in
Base—Total interviews	200	117	83	100	100	153	47	149	51
Per cent	%	%	%	%	%	%	%	%	%
Start your own business	30	32	27	27	32	26	43	25	43
Work for government/ public sector	28	28	28	33	23	28	30	30	24
Work for family business	19	20	17	12	25	20	13	19	18
Work for a private company	14	13	15	16	11	15	9	15	8
Work for multinational corporation	5	2	10	4	6	6	2	6	2
Work for a non-profit organization	2	1	2	3	-	2	-	1	2
Happy with current type of business	1	2	-	1	1	-	4	1	2
Not sure	3	3	2	4	1	3	-	3	2
Do not wish to work	1	1	-	-	1	1	-	1	-

Table 3-4: Preferred type of employment – Concepcion, Iloilo

Base – total interviews	Total	Economic class		Gender		Age group		Civil status	
		D	E	M	F	13-24	25-30	Single	Married/ Living-in
	200	81	119	100	100	146	54	136	64
Per cent	%	%	%	%	%	%	%	%	%
Start your own business	36	35	36	33	38	29	54	29	48
Work for government/public sector	29	31	27	27	30	30	26	29	27
Work for family business	17	12	19	21	12	17	15	15	20
Work for a private company	14	21	8	14	13	18	2	19	2
Work for multinational corporation	4	1	5	3	4	5	-	4	2
Work for a non-profit organization	1	-	2	1	1	1	-	2	-
Happy with current type of business	1	-	2	1	1	-	4	1	2
Not sure	1	-	1	-	1	1	-	1	-

Note: # - Very low base, read with caution

3.3 Educational attainment and training received

Level of education is indeed correlated with income class. The higher the income class to which the young person belongs, the greater the opportunity he or she has to complete a higher level of education, and the greater the opportunity as well to receive additional training on top of formal qualifications. Accordingly, these relatively higher educated and trained youth tend to have easier access to employment. Education widens an individual's skill set which is directly related to increased productivity, thereby increasing one's possible earnings. Most youth consider college education as the key element in finding a quality job. They feel that their college or university diploma is the passport to decent work. Moreover, among the youth who were forced to stop schooling, the vast majority hope to continue their education at some stage. Interest in further studies is most pronounced among youth who are younger, single and from class D. Perhaps, this suggests that those in Class E have already abandoned hope of achieving their educational goals.

Training received is another important factor in assessing youth productivity. In fact, a certain percentage of the respondents—43 per cent in Negros Occidental and 33 per cent in Iloilo—aspire to undergo work-related training, particularly in vocational fields. The more training received, the better the perceived productivity of that individual, and the higher the possibility of being accepted in a desired job position. (Note, however, that gender typecasting is also evident in the inclination of youth towards specific training. While most males are geared towards training in automotive, and electronics, females prefer dress-making, cooking, nursing, and the like).

Another issue that should not be neglected is the situation of out-of-school-youth. While all those in this category expressed the desire to continue their education, several factors prevent them from doing so. First and foremost, is the lack of regular parental income to support their educational needs (e.g. tuition fees, transportation costs, school materials, etc.). There are also instances when limited resources within the family have forced them to give up their education and give way to younger siblings. For some, the reason for dropping out of school boils down to a conflict between the needs of elder siblings to further their education and the need of the younger ones to have, at least, a basic education. In such situations, it is usually the parents who choose the course of study of their children, and if the desires of the individual do not match those of the parents, the young person either voluntarily stops school, or if he or she continues, fails to excel in the course he/she is forced to take. Often young people in this situation eventually drop out anyway because of low grades or because the parents cease to support their education.

3.4 Income class

The income class to which the family of a youth belongs greatly affects their status in the labour force. Findings both in qualitative and quantitative surveys across pilot areas established that those in the lower income class tend to be disproportionately represented among those: (i) that are incapable of obtaining a higher education; (ii) are forced to stop schooling (in case of the out-of-school-youth); (iii) receive minimal or no vocational training; (iv) who are mostly homebound; and/or (v) not included in the work force.

Most of the respondents who are not included in the work force are high school and college drop-outs. Youth in lower income classes are more pessimistic about their future than those in the higher classes. Lower income class youth are inclined to view their lives as dismal and are willing to accept a job whatever the conditions are, with minimal or no reservation wage. By contrast, those from the higher classes tends to have high regard for themselves; they expect higher salaries and are more concerned with the reputation of the company when applying for a job.

It is also important to note that youth from different income classes have different perceptions as to what constitutes decent work. While lower income class youth tend to define work in terms of the salaries offered, those in the higher classes classify jobs according to the nature of work (Table 3-5 and Table 3-6). Evidently, youth from the lower classes are inclined to consider a job as “decent” so long as it pays, at least, the minimum wage.

Interestingly, respondents in class E vis-à-vis class D tended to place greater value on the possibility of making savings from salary. Results from the tabulation of responses also show that married females are more inclined to value the fringe benefits offered by certain jobs.

Table 3-5: Definition of a job/livelihood that is good, decent, and with quality, La Castellana, Negros Occidental

Item	Total	Economic class		Gender		Age group		Civil status	
		D	E	M	F	18-24	25-30	Single	Married/ Living-in
Base - Total Interviews	200	117	83	100	100	153	47	149	51
Per cent	%	%	%	%	%	%	%	%	%
Salary related reasons— Net	53	54	52	54	52	54	49	54	51
High salary	33	33	33	33	33	31	38	33	33
Minimum wage	19	19	19	19	19	22	11	20	18
Financial security /Empowerment—Net	27	26	29	26	28	26	30	26	29
Can support basic needs of the family	25	25	25	23	27	24	28	24	28
If can have savings from salary	3	1	5	3	3	3	4	3	4
Nature	25	27	22	26	24	22	34	23	31
Office work	15	15	13	15	14	14	17	14	16
Have own business	9	10	7	9	9	8	13	8	12
Permanent job	2	1	2	2	1	1	4	1	4
Reputable company—Net	11	10	11	8	13	12	6	12	6
Legal	6	7	4	4	7	7	-	7	2
Good employer/Management	3	1	5	1	4	2	4	3	2
Known company	2	3	1	2	2	2	2	2	2
Work place—Net	4	4	2	3	4	3	4	3	4
Workplace is safe	2	3	1	2	2	2	2	2	2
Others—Net	7	7	6	2	11	5	11	5	12
More benefits	4	3	4	1	6	2	9	1	10
Good camaraderie among employees	2	3	1	-	4	3	-	3	-

Highlighted cells significant at 95 per cent confidence level –other data significant at 90 per cent confidence level

3.5 Monthly earnings versus monthly expenditures

The composition of youth expenditures also influences the job they would want to take and their reservation wage. Foods and other basic necessities, take up most of the youth’s monthly budget (Figure 5 and Figure 6). While older, self-employed/employed, married youth spend more on basic needs, the younger and single youth use most of their money on snacks and student necessities. Spending on cigarettes and tobacco is most common among men, and among the youth in class E. A youth’s reservation wage, therefore, is a function of the cost of purchasing his or her varied needs. A youth is willing to accept a wage if it is at least enough to cover these basic needs and other goods that they regard as priorities.

Figure 5: Monthly earnings and expenditures, Concepcion, Iloilo

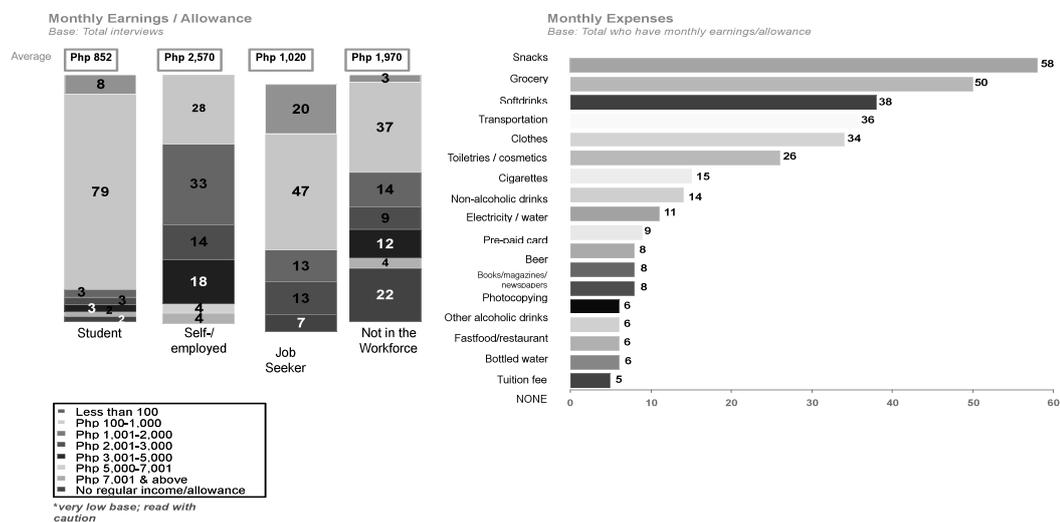


Figure 6: Monthly earnings and expenditures, La Castellana, Negros Occidental

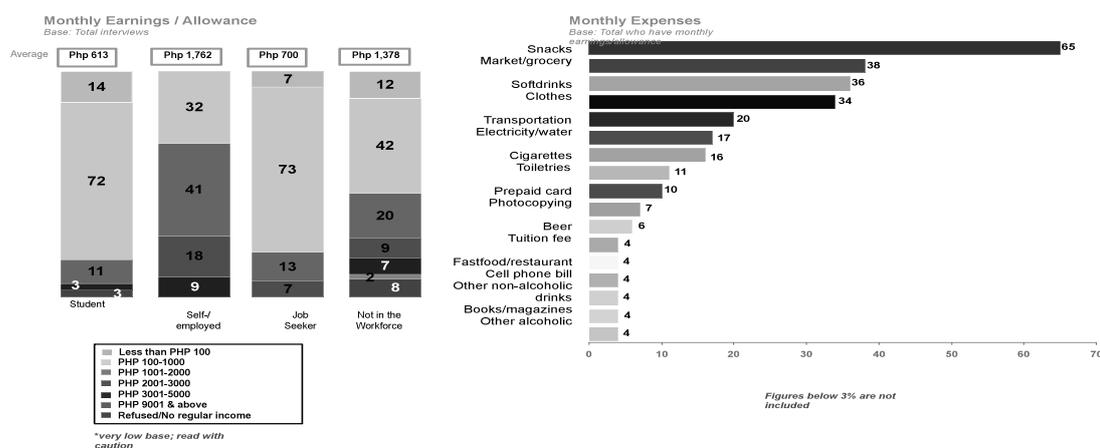


Table 3-6: Definition of a job/livelihood that is good, decent, and with quality, Concepcion, Iloilo

Item	Total	Economic class		Gender		Age group		Civil status	
		C	E	M	F	1-14	25-30	S	Married/ Living in
Base - Total Interviews	200	81	119	100	100	146	54	126	64
Per cent	%	%	%	%	%	%	%	%	%
Nature Job—Net	41	52	33	37	44	39	44	40	42
Office work	29	36	24	27	31	27	33	28	31
Have own business	8	9	8	6	10	6	13	6	13
Public service	4	6	3	4	4	6	-	6	-
Salary-related reason—Net	32	25	36	33	30	30	35	31	33
High salary	19	19	19	22	16	20	17	21	16
Minimum wage	13	6	17	11	14	10	19	10	17
Financial security empowerment—Net	29	28	29	31	27	27	33	27	33
Can support basic needs of the family	27	26	28	29	25	27	28	26	30
If can have savings from salary	2	3	1	2	1	1	4	2	2
Reputable company management—Net	6	7	5	8	4	8	2	7	5
Legal	4	3	4	6	1	5	-	4	2
Known company	2	4	1	1	3	2	2	2	3
Workplace— Net	2	3	2	2	2	2	2	2	3
Workplace is safe	2	3	1	1	2	1	2	1	3
Others—Net	10	6	12	10	9	9	11	8	13
Good camaraderie among employees	3	3	3	2	4	3	2	3	3
More benefits	3	3	3	2	3	2	4	2	3
Works fits skills capabilities	2	-	3	3	-	1	2	2	2
No discrimination	2	-	3	2	1	1	2	1	3
Can't say	2	1	2	2	1	2	-	2	-

Highlighted cells significant at 95 per cent confidence level –other data significant at 90 per cent confidence level

4 Conclusions and recommendations

There is a visible common desire among the unemployed youth across all social classes and demographic areas to improve their lives through decent work. However, various factors operate in different degrees and on different groups that affect such decisions as to what job (if any) to take, acceptable earnings, the nature of work/business undertaken and the place of work through which they seek to attain their goals. The most important factors that impact on these decisions include gender, educational attainment, course taken, civil status, age, and of course social class.

These factors, however, are not the ultimate determinant because there are other more fundamental elements working to shape the basic lives of these youth. These more fundamental factors, as evidenced by the result of the survey, are character, values and the economic state of the very basic unit of a community – the family.

Employment and unemployment of youth generally appear to be dichotomous and is largely a function of gender. Gender typecasting is ubiquitous, especially in the rural areas. While more males are working, more females are housebound and likely to be taking care of children. Civil status is another major consideration in determining priorities. While young, single youth aspire to finish higher education in order to find better work, the older, married youth have a propensity to lean towards entrepreneurship. Age is also a substantial factor as survey results show that younger youth are more education-oriented and are most likely to want to finish their education than older youth. Put another way, younger people tend to be more idealistic.

Industry characteristics delimit work opportunities. In highly urbanized cities and municipalities, opportunities are more diversified, giving equal work opportunities for both females and males. Employment in rural areas is more likely to be slanted towards agriculture and fisheries. In rural areas, availability of work more often than not, favours the males. Moreover, for those seeking work outside their home locality, the characteristics of the place of origin do not appear to have significant influence on the ability of youth to find work. While those in the poorest areas have the greatest incentive to relocate, these areas also tend to be those with the greatest concentration of people with lower levels of wealth, education and skills, which make them the least able to move. Within this group, preferences are more likely geared towards establishing their own (micro) business.

Educational attainment is a major factor in obtaining employment. Work opportunities are more diversified for better educated youths as they have more access to information on job opportunities and are perceived to be more productive than those with lower levels of education. As a result of this, earnings show a positive correlation with a young person's educational attainment. Education increases productivity and therefore increases earnings. At least that is a common perception among both the employed as well as employers.

More importantly, the income class to which a young person belongs greatly affects the current condition of that person and influences many other factors. Educational attainment, for one, is mainly a function of income class. The higher the income class, the higher the possibility of acquiring better education and training. There exists a market failure in education to the extent that individuals who do not have the resources to fund their higher education have no access to it.

The problem is compounded by poor access to information. Those in the higher income classes have better access to information on prospective employment. They have better means of gathering information on work opportunities (e.g. internet access, magazines, 'influential backers', networks, etc.) both in and outside of their home country.

Income class also influences youth's perception of their expectations for their lives and their standards for accepting work. Those in the lower income classes tends to be more pessimistic and are most likely to accept any job offered; they require minimal reservation wage. Youth in the higher income classes are more discerning, and have high regard for themselves, thus requiring higher starting salaries. Furthermore, they are more concerned with a company's reputation for the 'image' it will provide to them than those from lower classes.

Given these findings, it is important that the government take a more active part in uplifting the quality of elementary and secondary education, especially in public schools. Greater budgetary support needs to be given to vocational and/or technical schools to enable them to pay for better instructors and for the purchase of better equipment so as to uplift the quality of their graduates. LGUs, in particular, can participate in this initiative by providing various livelihood projects and skills training to those young people in their area who lack the knowledge and skills for decent work.

A means needs to be found to expand the information sources available to those seeking work and especially those from the lower income classes. Greater information on the programmes and support extended by LGUs or other organizations providing certifications and training to young people should be readily available and among the information properly disseminated.

Additionally, LGUs should be encouraged to initiate tie-ups between schools and private corporations within their locality, especially those that hire employees with technical skills produced by the schools. By doing so, there would be a much better flow of information as to the skills available and skills needed thereby reducing the present skills mismatch. These tie-ups could be with the automotive industry, electronic assemblies and semi-conductors, construction, or any industry where the Philippines currently has a viable market share but where there is a need to reinforce viability and ensure its survival into the future. Those companies that do not currently recruit locally should be asked why they do not do so, since there may be factors here that could be addressed to provide additional employment opportunities within specific localities.

More importantly, coordinating between schools and various agencies and NGOs such as the Technical Education and Skills Development Authority (TESDA) and the Technology and Livelihood Resource Center (TLRC) can broaden the horizons of young people in terms of their capabilities, potential, and opportunities for enhancement.

There is also a need to help people from low-income brackets improve their self-esteem. It has been noted elsewhere that formation of micro-finance groups among poor women has had a dramatic impact on their self-esteem.⁵ Perhaps, in association with known micro-finance agencies, LGUs or NGOs should encourage these people to organize themselves so as to be self-reliant. One possible means of doing this is to help them into cooperatives, train them with the necessary skills to be able to go into cottage industries using whatever resources is available to them at their place of residence or near-by, in order to provide them with self-sustaining income. There are successful examples that can be adapted and replicated.

At present, much of the income sent to the Philippines from overseas goes to consumption expenditure. Indeed consumer spending—supported by OFW remittances—is the principle driver of domestic economic growth. Government needs to balance this propensity to consume with an invigorated drive towards capital accumulation. Policies need to be developed that would give OFWs greater encouragement to save and eventually put up small businesses in their locality, which could help in generating jobs for those youth who do not want to go to urban areas to work. Again there are models from elsewhere in Asia that can be adapted to fit conditions in the Philippines.

Finally, poverty and social obligations at the local level often act as a disincentive to savings and this need to be addressed. As a start, financial management needs to be taught to households receiving remittances from abroad in order to properly manage their resources towards having a stable household income. Again, the microfinance institutions may have a role to play in this.

While the present situation of youth is of concern, it is by no means hopeless. There are ways to ameliorate present conditions—should there be a genuine will at the policy level to address the problem. Some responses are available locally while others require national solutions. But a key factor in all (and as later studies that look at interventions in specific areas will show) there is a need to disaggregate the unemployment data and consider the employment needs of young people separately from the community as a whole. By focusing on the young, the Philippines will, over time, enhance the productivity of the entire country.

These studies can only provide a baseline of information that will be beneficial only if actions are taken towards addressing the problems. We have already seen successful community projects that have given hope to the less privileged citizenry of our country, the youth included. These include such projects as the Habitat for Humanity, *Gawad Kalinga*, etc. These examples show that much can be done even without resources from government, but only if there will be people willing to do the job, the right way.

⁵ See for example: *Social and Economic Empowerment of Women in the Informal Economy*, Clarence G. Pascual, ILO Working Paper Series, No. 18, September 2008, Manila.

ILO Subregional Office for South-East Asia and the Pacific
LIST OF YOUTH EMPLOYMENT and LOCAL ECONOMIC DEVELOPMENT
PUBLICATIONS

YOUTH EMPLOYMENT

No.	Title	Author(s)	Year published ISBN No.
1	Youth employment in the Philippines	Mark Emmanuel L. Canlas and Maria Cristina R. Pardalis	2009 978 92 2 121442 7 (print) 978 92 2 121443 4 (web pdf)
2	Choosing and assessing local youth unemployment interventions	Jude H. Esguerra	2009 978 92 2 121444 1 (print) 978 92 2 121445 8 (web pdf)
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Youth employability surveys in the Philippines: an integrative report

One of the most serious and longstanding problems of the Philippines is that of providing adequate employment opportunities for young people entering the workforce. As part of the two-year project (2005–2007) concerned with obtaining better recognition and understanding of the employment situation of young men and women, the ILO commissioned a survey of the youth situation among seven pilot areas of the country in order to provide a baseline of comprehensive and systematic gender disaggregated data as a basis for analysis and policy development. This paper reports on the findings of that survey.

The study found that while the desire to improve their lives through decent work was common to all demographic areas and social classes, various factors operate to thwart the goal of attaining decent work for many. These include gender, education, location, civil status, age and social class. There is no “one size fits all” policy that can solve this dilemma. Rather LGUs need to examine their local situation and craft policies and interventions that are specific to their local needs.

This paper summarizes the findings of the survey across the different demographic areas and youth sub-groups. It draws conclusions and makes recommendations for the future.

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