



International
Labour
Office
Geneva

The Call for Action on the Youth Employment Crisis: Technical Cooperation Portfolio

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List of Global Proposals

Title	Budget (US\$)
Knowledge development on youth employment policies and capacity building for ILO constituents	8,500,000
Analysing the linkages between macroeconomic policies and youth employment	600,000
Policies to reduce inequalities and improve conditions of employment of young workers	2,000,000
Analysis of youth employment policy and dissemination through global database and publications	1,500,000
Review and dissemination of good practice on youth employment	1,800,000
Strengthening monitoring and evaluation of youth employment programmes and measuring results of youth entrepreneurship interventions	4,500,000
Reaching out to young people to promote decent work	1,800,000
TOTAL	20,700,000

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Knowledge development on youth employment policies and capacity building for ILO constituents
Location:	Global
Duration:	4 years
Lead Office:	EMPLOYMENT POLICY Department, ACT/EMP, ACTRAV and ITC Turin in collaboration with other Departments and field offices
Budget:	US\$ 8,500,000 (US\$ 5,000,000 for knowledge development and US\$ 3,500,000 million for capacity building)

1. Background and justification

The 2012 ILC Resolution recommends strengthening Office's knowledge development and analysis with a view to disseminating information on employment trends, emerging issues, macroeconomic and industrial policies, youth employment policies and programmes. It also requests the Office to conduct reviews of youth employment policies and programmes.

Together with the concept notes on macro-economic policies and conditions of employment of young workers, this proposal will support the development of knowledge in the following areas: (i) strengthening of the links between training provision and labour market requirements, including by addressing skills mismatches and improving the provision of employment services to young people; (ii) supporting the design and implementation of national and sectoral public investment and public employment programmes, including in the green economy; (iii) developing employment and livelihood programmes for young people living in rural areas; (iv) identifying measures that support youth transitions to formality; (v) supporting the formulation and implementation of activation strategies that combine employment with social protection measures; (vi) assessing youth guarantees and other targeted labour market programmes; and (vii) improving effectiveness of employment interventions and targeting of disadvantaged youth through profiling mechanisms.

Another area that is critical for the implementation of the 2012 ILC Resolution revolves around the expansion of Office's capacity-building activities to support tripartite constituents in the development of multi-pronged strategies that revolve around the five main policy areas envisioned in the same Resolution. The knowledge developed by the Office will be used for the implementation of capacity building and mutual learning activities. These activities will be undertaken in consultation with the Bureaus of Employers' and Workers' Activities, and, where applicable, in collaboration with the International Training Centre of the ILO.

2. Project strategy

This knowledge development and capacity building proposal aims to support ILO constituents in increasing effectiveness and overall coherence of policies affecting youth employment. The knowledge-development component of this proposal will strengthen the knowledge of the Office in areas that are crucial to addressing the youth employment challenge. The work undertaken under this component will increase Office's capacity to assist governments, employers' organizations and trade unions in developing youth employment strategies and time-bound action plans. The framework provided by the ILC Resolution and the outputs generated by this component and by the other knowledge development proposals will serve for the implementation of capacity-building activities for ILO's tripartite

constituents. The promotion of gender equality concerns and of bi- and tripartite social dialogue on youth employment will constitute the cross-cutting themes of the capacity building activities.

Immediate objective 1: Knowledge is developed and disseminated to strengthen Office's capacity and better support tripartite constituents in the formulation and implementation of coherent policies for youth employment.

Related outputs:

- Research conducted on priority themes identified in the Resolution;
- Tripartite mutual learning events organized to discuss and finalize research products;
- A guide for the implementation of the ILC Resolution developed and disseminated;
- Thematic publications on the priority themes relating to policies affecting youth employment finalized and disseminated.

Immediate objective 2: The capacity of ILO's tripartite constituents to implement the 2012 ILC Resolution is strengthened

Related outputs:

- Training modules developed on the basis of the research conducted under objective one and other knowledge-development initiatives;
- Technical workshops conducted to strengthen capacity of governments, employers' organizations and trade unions to apply the multi-pronged approach to youth employment in the policy areas included in the ILC Resolution;
- Youth employment strategies and time-bound action plans developed by governments and the social partners;

3. Comparative advantage

The ILO has developed methodologies and provided technical support to member States in the development of youth employment policies and programmes. The International Training Centre of the ILO has extensive experience in the implementation of capacity-building programmes on labour market analysis, policy formulation and action planning.

4. Partners and beneficiaries

The direct recipients are representatives of governments, employers' organizations and trade unions that are engaged in the formulation, monitoring and evaluation of employment and youth employment policies.

The project will be implemented with the participation of several ILO specialists posted at headquarters, in the field and at the International Training Centre.

Youth employment experts and researchers, as well as other Agencies of the United Nations (UN) System that are partners of the ILO for the implementation of the employment priorities of the Secretary-General UN System-wide Action Plan on Youth will also partner in the implementation of this project .

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Analysing the linkages between macroeconomic policies and youth employment
Location:	Global
Duration:	2 years
Lead Office:	EMPLOYMENT POLICY Department
Budget:	US\$ 600,000

1. Background and justification

The Resolution “The youth employment crisis: A call for action” adopted in 2012 by the International Labour Conference calls for the promotion of pro-employment macroeconomic policies that support stronger aggregate demand to generate employment, particularly for young people. It recognizes that a holistic approach that combines demand-side policy measures with interventions to boost youth employability is essential to meet the job challenge deriving from the global economic and financial crisis and absorb the skills and talents of young people.

This Resolution and the accompanying conclusions request the Office to expand its capacity to assess the employment impact of macroeconomic and industrial policies. However, there is limited research on the impact of demand-side measures on youth employment. To fill this gap, further research is needed to gain a better understanding of the relative importance of supply-side vs. demand-side measures as well as of the role that different demand-side measures can play in attaining better labour market outcomes for youth.

2. Project strategy

The aim of this technical cooperation proposal is to strengthen the knowledge base on the role that demand-side interventions can play in promoting youth employment. Such knowledge will be used to support governments and social partners on strategies to improve employment outcomes, particularly through enhancing the youth employment generation capacity of the economy.

Empirical research will be conducted on the role of demand-side interventions in general, as well as more specifically on fiscal policies and financial inclusion measures. The work will be based on studies on five geographically representative developing countries, while the experience of developed countries will serve to draw lessons on effective practices. The research findings will be discussed during national tripartite workshops, and subsequently consolidated in synthesis reports and presented in an international symposium. The knowledge and information generated through such research will be included in the ILO’s online global youth employment policy database (YouthPol) for broader dissemination.

Immediate objective 1: The knowledge base on the impact of demand-side policies on youth employment in developing countries is improved through analytical research.

Related outputs

- Empirical research on the impact of demand-side interventions, fiscal policies and financial inclusion measures conducted in five target countries;

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- Findings discussed during tripartite national forums and synthesis reports, summarizing effective strategies and drawing implications for policy reforms, elaborated;
 - Data and information on demand-side policies disseminated through knowledge-sharing events and through the global youth employment policy database.

Immediate objective 2: The impact of demand-side policies for youth employment is improved through technical support and advisory services to target countries.

Related outputs

- Policy advice provided by ILO experts to target countries on interventions that may prove effective to enhance the employment generation capacity of the economy;
- Strategies that combine supply and demand side interventions developed by tripartite constituents through ILO's advisory services;
- Thematic analyses and good practice stemming from research and technical assistance discussed during an international symposium and disseminated.

3. Comparative advantage

The ILO has long-standing experience on youth employment policy development and demonstrated capacity on macroeconomic policy issues. In addition, the social finance programme has provided in the last few years technical assistance to member States on strategies that work in ensuring the financial inclusion of young people.

4. Partners and beneficiaries

The partners of the project are national governments, the social partners and selected international agencies (World Bank, African Development Bank, Asian Development Bank). The beneficiaries are ILO's constituents in the five target countries and the international policy community working on youth employment.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Policies to reduce inequalities and improve conditions of employment of young workers
Location:	Global
Duration:	4 years
Lead Office:	Departments of CONDITIONS OF WORK AND EQUALITY, GOVERNANCE AND TRIPARTISM and EMPLOYMENT POLICY
Budget:	US\$ 2,000,000

1. Background and justification

With the advent of the global economic crisis, the already sizable gaps in employment conditions of young workers have tended to worsen. Not only have young workers been carrying a significant unemployment burden, but they are also disproportionately represented in particular types of temporary jobs, which can become a dead-end rather than a stepping stone into more stable employment, especially for low-skilled and other disadvantaged youth. To a large extent, the dualism between young and adult workers is evidenced by labour market segmentation, notably through contractual arrangements and other working conditions. Young workers are often faced with differentiated treatment in wages, employment protection and other working conditions. In low- and middle-income countries, they are by and large over-represented in the informal economy.

The proper understanding of the causes and consequences of the developments in employment conditions for young workers are of critical importance in developing more effective policy responses. Knowledge gaps, however, remain substantial. Notwithstanding the progress in the measurement of youth employment outcomes through regional and global estimates, basic data on key trends in employment conditions are often not available, especially in developing countries.¹ Very little is known about the impact of lower wages, poor working conditions and job insecurity on young workers. The deterioration of job quality poses new challenges to the successful transition of young people to decent work. A significant part of the young labour force suffers skill degradation with adverse consequences for overall productivity in the long run.

In view of these challenges, the 2012 ILC Resolution calls for ensuring that young people “receive equal treatment and are afforded rights at work” and for developing “youth employment policies that are consistent with national obligations and take into account international labour standards”.

2. Project strategy

The proposed project will undertake a global review of key trends in wages, working conditions and contractual arrangements for young workers with the aim of supporting member States engaged in the development of evidence-based youth employment policies. The implementation strategy is based on a mix of empirical research, global reports and tools to support the policymaking process through bi-tripartite social dialogue on youth employment policy

¹ For global and regional estimates of youth employment indicators see the report on Global employment trends for youth that has been regularly published by the ILO since 2004.

Immediate objective 1: Knowledge on conditions of employment of young workers is generated and disseminated.

Related outputs:

- Empirical research conducted on the impact of policy and regulatory measures on both the quantity and quality of youth employment and on the transition to formality and out of temporary employment;
- A comparative legal analysis undertaken on differentiated employment and working conditions of young workers and benchmarked to the provisions of international labour standards;
- Technical workshops conducted to validate research findings and disseminate them through edited volume, working papers and articles;
- A special section on youth wages published in the Global Wages Report;
- A report on conditions of employment and rights of young workers finalized and disseminated.

Immediate objective 2: Policy dialogue on options to improve both the quantity and quality of jobs for youth is informed by the application of research findings and comparative analysis.

Related outputs:

- A policy toolkit on employment conditions of young workers developed to disseminate main trends, effective policies, legislation and good practice;
- National and/or sub-regional tripartite consultations undertaken to review country experience and present research finding;
- Capacity building workshops on how to improve policies and legislation regulating youth employment conditions conducted in collaboration with the International Training Centre of the ILO;
- A global symposium conducted to foster policy coherence on conditions of employment of young workers.

3. Comparative advantage

The ILO is particularly well placed to lead research on the proposed topic as it has a long and significant expertise in collecting, analyzing and disseminating data and research findings on wages, working time and employment protection; labour legislation and its economic impact; labour market institutions and policies; income and the working poor; and macroeconomic policy and development. This expertise has been demonstrated, among others, in the project on Labour Market Segmentation throughout the World; Global Wage Reports; Global Employment Trends for Youth; and other youth employment publications.

4. Partners and beneficiaries

The direct recipients are experts of governments, employer organizations and trade unions that are involved in the design, monitoring and evaluation of youth employment policies.

The project will be implemented with the participation of several ILO specialists posted at headquarters, in the field and at the International Training Centre. It will partner with research institutions that are active in the field of conditions of employment, especially for young workers, as well as with other organizations of the UN System with a view to fostering policy coherence.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Analysis of youth employment policy and dissemination through global database and publications
Location:	Global
Duration:	3 years
Lead Office:	EMPLOYMENT POLICY Department in collaboration with field offices
Budget:	US\$ 1,500,000

1. Background and justification

The availability of information on policies affecting youth employment is essential for making informed decisions and identifying the best policy options that can effectively address the youth employment challenge. Although there is no “one-size-fits-all” approach, access to information on “what works” in the promotion of youth employment can help policymakers build their policies on the basis of consolidated practice.

At the International Labour Conference in 2012, ILO tripartite constituents requested the ILO to act as global leader on youth employment promotion. A strong call was made to “intensify efforts and continue to strengthen research and analysis” with a view to supporting the formulation of “a coherent set of policies, including macroeconomic, employment, environmental, social and education and training policies”). The ILC Resolution identifies policy research and analysis of effective country policies. It also call on the ILO to disseminate findings through global databases and other means.

2. Project strategy

This concept note provides a timely response to the requests of tripartite constituents of making available country-level and comparative information on policies affecting youth employment. The project strategy envisages the systematic review of national youth employment policy with the goal of improving policy design and implementation. The availability of information through an online global repository and publications will allow governments, employers’ organizations and trade unions to review policy and legislation adopted by other countries. Data on such policies will be made available globally through a database on youth employment policies (*YouthPOL*), which infrastructure is being developed as part of theWork4Youth project - a partnership between the ILO and The MasterCard Foundation. In sum, the implementation strategy aims generate and share knowledge and analysis of youth employment policy to inform formulation of new policy measures that build on lessons learnt and good practice.

Immediate objective 1: ILO constituents are using policy learning and analytical products based on wide and updated knowledge on youth employment policy provisions

Related outputs:

- Reviews of national youth employment policy carried out at the country-level and disseminated through the global youth employment policy database;
- Comparative (global, regional and/or thematic) reports produced on the basis of the analysis of information contained in the global database “YouthPOL.

Immediate objective 2: Governments and the social partners are benefitting from increased knowledge of youth employment policy analysis methodologies

Related outputs:

- A training package prepared on how to use knowledge generated through national reviews and contained in the global policy database “YouthPOL”;
- Capacity building workshops held and guide on national policy framework reviews available to constituents and youth employment experts;
- Events organized to share knowledge products and disseminate them widely.

3. Comparative advantage

The ILO has gained expertise on country-level reviews of youth employment policy. The Youth Employment Programme has pilot-tested and refining a policy review methodology and developed two tools: i) a questionnaire to review information on policies and institutions for youth employment and ii) a set of detailed guidelines for conducting youth employment reviews. Recently, it has conducted youth employment reviews in a number of countries, including the Russian Federation, Indonesia and Zambia thanks to the financial support of Swedish International Cooperation Agency (Sida). This project aims to take this experience forward.

The current work of the ILO’s Work4Youth project on data and information collection on youth employment policy represents a strong foundation for the initiative proposed in this concept note. The data stored in *YouthPOL* will be valuable input for comparative analysis of policies.

4. Partners and beneficiaries

The project will be implemented with the participation of ILO specialists at headquarters and in the field. The direct beneficiaries of the project are governments, employer and worker organizations involved in the policy-making process. Policy analysts, international institutions, researchers and the general public will also benefit from access to the publicly available information. The ultimate beneficiaries of the project are young people who will benefit from better functioning, more coherent and effective policies promoting decent work for youth.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Review and dissemination of good practice on youth employment
Location:	Global
Duration:	3 years
Lead Office	EMPLOYMENT POLICY Department in collaboration with field offices and ITC-Turin
Budget:	US\$ 1,800,000

1. Background and justification

All too often, the work of identifying good practices on youth employment is not preceded by the identification of assessment criteria that define what a good practice entails. This may be complicated by the lack of a standard assessment mechanism that identifies what is an effective youth employment measure.

During the 101st Session of the International Labour Conference, ILO member States manifested their interest in this issue and requested the Office “to establish mechanisms to review and disseminate good practices on youth employment interventions around the world”.²

In order to fill the above-mentioned gaps, the Youth Employment Programme has started the development of a global platform on good practices on youth employment. This platform is based on two pilot projects: 1) the “Best Practices in Youth Policies and Programmes in Latin America and the Caribbean” where the ILO was responsible for leading the work on youth employment, and 2) the “Good Practices on Youth Employment” Initiative. Lessons learned from this experience, helped to develop this global project which seeks to identify, assess and disseminate successful practices that have proven effective in promoting decent work for young women and men.

2. Project strategy

This project seeks to contribute to establish a set of standard assessment criteria to determine good practice, collect youth employment practices from around the world and disseminate globally the features of assessed practices. The review of ongoing initiatives is also a distinct feature of the strategy of this proposal. This consists of the provision of expert advice to programme managers and implementers with a view to improving effectiveness of interventions that are being implemented. In this respect, the good practice facility that is presented in this proposal will collect information from and assist the projects that are part of the technical cooperation portfolio for which donors’ support is sought.

Finally, a set of activities will be implemented to disseminate good practice globally as well as to increase visibility of effective youth employment programmes.

² The youth employment crisis: A call for action - Resolution and conclusions of the 101st Session of the International Labour Conference, Geneva, 2012. Paragraph 52, last bullet, page 14.

Immediate objective 1: The review and analysis of successful practices on youth employment are strengthened.

Related outputs:

- A Standard Assessment Mechanism for youth employment practices developed;
- A global platform for sharing good practices on youth employment developed and available to the public in English, Spanish and French;
- Potential good practices on youth employment identified through global calls for submission and reviewed by a network of international assessors.

Immediate objective 2: Effective good practices are disseminated and used for the design and implementation of youth employment programmes of the ILO and other national and international institutions.

Related outputs:

- Selected practices awarded through global competition and widely disseminated;
- Case studies disseminated and advisory services provided to new and ongoing programmes and projects;
- Good practice guidance material developed and used for programme design and implementation;
- Capacity to design effective youth employment programmes strengthened, including through the development of training material and the delivery of training programmes in collaboration with the International Training Centre of the ILO;
- Successful approaches, methodologies and good practices disseminated through existing repositories (e.g. the Youth Employment Inventory and the Good Practice Platform), international forums and publications.

3. Comparative advantage

The ILO has a network of field offices and experts on youth employment around the world and has gained a wealth of experience by participating in the implementation of the following initiatives: (i) in 2009, it led the youth employment components and worked together with other partners (mainly the Inter-American Development Bank, UNESCO and UNFPA) on the identification and assessment of good practices on youth policies and programmes in Latin America and the Caribbean and joined the partnership on the Youth Employment Inventory; (ii) in 2012, it piloted a similar Initiative at the global level through the establishment of an online assessment platform and good practice database.

4. Partners and beneficiaries

The direct recipients are practitioners that are engaged in the implementation of youth employment programmes, as well as policymakers that will benefit from the lessons from good practices to increase effectiveness of funding that is earmarked to programmes. Other government representatives, employer

organizations and trade unions that are involved in the design, monitoring and evaluation of youth employment policies will benefit from this initiative.

The project will be implemented with the participation of several ILO specialists posted at headquarters, in the field and at the International Training Centre. It will partner with research institutions, UN Agencies, Regional Banks and the media.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Strengthening monitoring and evaluation of youth employment programmes and measuring results of youth entrepreneurship interventions
Location:	Global
Duration:	4 years
Lead Office:	Departments of ENTERPRISES and EMPLOYMENT POLICY
Budget:	US\$ 4,500,000

1. Background and justification

Entrepreneurship and self-employment can provide employment options for young people. Youth entrepreneurship is highly demanded by policymakers and is in fact the second most common youth employment intervention after skills development.

The evidence base for youth entrepreneurship interventions is, however, still at a nascent stage. Most studies tend to focus on gathering evidence for entrepreneurship in general without a specific focus on youth. In this perspective, it is timely and important to understand which interventions work for youth and in what contexts. Overall, the demand for youth employment programmes and lack of evidence on what works best, require increasing monitoring and evaluation (M&E) efforts. Results-based monitoring and evaluation improve internal programme management; facilitate knowledge generation; and increases accountability, credibility and sustainability. This focus on creating a culture of results measurement is in line with the 2012 Resolution of the International Labour Conference that requests the ILO to strengthen national capacity and develop tools to improve monitoring and evaluation functions of constituents. It also requests to conduct evaluations and distil lessons of effective interventions promoting decent work for young people, particularly in the area of youth entrepreneurship development.

2. Project strategy

The overall strategy of the project seeks to introduce a culture of results measurement and evidence based decision making in the context of youth employment programming with a special focus on youth entrepreneurship. This strategy will be implemented through a hub that will provide monitoring and evaluation services to newly established youth employment projects, including those that are part of this technical cooperation portfolio.

Immediate objective 1: The monitoring and evaluation capacity of organizations responsible for the implementation of youth employment interventions is strengthened

Related outputs:

- Support on monitoring and evaluation provided to newly-established interventions of the ILO;

- Four regional monitoring and evaluation clinics conducted for ILO constituents and implementing partners³;
- At least three projects passed the external audit and obtained certification that a coherent results chain and effective monitoring and evaluation system were in place.⁴

Immediate objective 2: Three youth entrepreneurship impact evaluations are conducted and evidence of what works is disseminated.

Related outputs:

- Three rigorous impact evaluations on youth entrepreneurship programmes conducted through a control group approach;
- A global learning event organized to distil lessons from evaluation and disseminate findings;
- Evaluation results and other knowledge disseminated through the Youth Employment Inventory, other global databases, publications and other material.

3. Comparative advantage

The ILO has a longstanding experience in assisting constituents to implement employment and entrepreneurship development programmes. Its entrepreneurship training programme is one of the largest providers with a global reach of more than 100 countries. In the past 15 years, the Start and Improve Your Business Training (SIYB) has been attended by more than five million participants and has contributed to the creation of at least 2.7 million jobs. In the past few years SIYB has been increasingly used to reach out to young potential entrepreneurs.

The initiative will also build on ILO experience gained from the Youth Entrepreneurship Facility in East Africa that is sponsored by the Danish government and implemented together with the Youth Employment Network, an inter-agency partnership of the ILO, the World Bank and the United Nations. The Facility has provided training on monitoring and evaluation to more than 150 development practitioners.

4. Partners and beneficiaries

The main partners will be the Youth Employment Network, DCED and the International Training Centre of the ILO. Direct beneficiaries will include policymakers seeking to improve their results-based measurement systems and programme implementers. Indirectly, the programme will benefit decision

³ Clinics are a 3-5 day workshops that provide hands-on advice to programmes willing to volunteer as a case study in front of a larger audience of practitioners. The live cases will be selected on a competitive basis and the incentive for applying is expert advice during the clinic and co-funding (financial and in-kind) for the cost of establishing the monitoring and evaluation system.

⁴ Specific products include results chains – based on the model promoted by the Donor Committee for Enterprise Development (DCED) —and M&E plans – which will outline the system for data collection and analysis of data for evidence-based decision making. An internal obligatory monitoring and evaluation audit will be developed for new projects.

makers who will have better evidence for policy and programming. Ultimately, young people will benefit from evidence-based youth employment and entrepreneurship programmes.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Reaching out to young people to promote decent work
Location:	Global
Duration:	3 years
Lead Office:	EMPLOYMENT POLICY Department in collaboration with Regional Offices
Budget:	US\$ 1,800,000

1. Background and justification

In the past two years, the world has witnessed a significant surge in youth-led social protest and movements claiming for jobs, freedom and social justice. Albeit the causes that have spurred youth worldwide to protest are largely dependent on the country context, these movements have shown similarities in two ways: the need for young people to speak out their frustration fuelled by the lack of opportunities, and the introduction of new communication technologies – especially social media as potential tools to build global communities and disseminate information.

During the 2012 Resolution of the International Labour Conference, member States identified knowledge development and dissemination as a top priority. They also recognized the important need for the ILO to “raise awareness among young people on international labour standards and rights at work, employability and youth entrepreneurship, including through the establishment of networks for decent work for youth, use of social media and other outreach modalities” (paragraph 54 last bullet).

Currently, there is no global network specifically focusing on decent work for youth. The creation of such network and social media platform would help disseminate information on relevant aspects of the decent work agenda and address the need of many young people to have a better understanding of principles of the ILO along with their rights and entitlements in the world of work. With the establishment of a network, awareness among young people on international labour standards and rights at work can be achieved and potential solutions in facing the youth employment crisis can be identified.

2. Project strategy

The project will enhance the exchange of information on decent work for youth, through social media platforms. The implementation strategy aims to establish a global community of practice involving participants from around the world with a view to disseminating information on employment issues and to raising awareness on international labour standards. Young representatives of employers’ organizations, trade unions and young people will be actively engaged in the communities of practices that will discuss and exchange views on several themes that are related to youth employment. They will also contribute to disseminate youth-friendly material on the different areas of work of the ILO.

Immediate objective 1: A global platform on decent work is established and a community of practice is active and involving young people from all over the world.

Related outputs:

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- A global platform for decent work for youth developed and functioning;
 - A community of practice of 3000 members established;
 - Campaign on the Call for Action implemented through the global platform;
 - 25 initiatives promoting decent work for youth supported.

Immediate objective 2: The capacity to generate and disseminate knowledge on decent work is strengthened to raise awareness among young people on employment creation, employability and rights at work.

Related outputs:

- A global pool of experience and testimonies on youth employment collected;
- Case studies on employment challenges facing young people compiled in 3 reports (1 per year);
- Effective approaches to youth employment shared through social media and outreach mechanisms;
- The awareness on young people on the ILO's principles and main areas of work, as well as on their rights and entitlements in the world of work enhanced through dissemination of youth-friendly material of the ILO;
- Universities and academic institutions disseminated research on youth employment issues and disseminated on the decent work for youth platform.

3. Comparative advantage

The ILO's Programme on youth employment programme (YEP) provides assistance to countries in developing coherent and coordinated interventions on youth employment. The programme has been working on the establishment of a virtual network on decent work for youth. It is expected that young representatives of employers' organizations, trade unions and young leaders who have been involved in national, regional and global events relating to decent work for youth will be actively engaged in the community of practice and the virtual network. This network will be instrumental to disseminate information on ILO's principles and values among young people.

4. Partners and beneficiaries

The direct beneficiaries are youth networks of employers' organizations, trade unions and other young people active in the promotion of decent work.

The project will be implemented with the participation of several ILO specialists posted at headquarters, and in the field. It will partner with universities, research institutions, youth programmes of other UN Agencies and the media.

Implementing the Call for Action: Priorities of the Africa Region

1. *The youth employment challenge in Africa*

There is no unique determinant of the youth employment challenge in the African region. Rather, a combination of factors contributes to compound a situation that has become a top political priority for the region.⁵ The main elements of the challenge as briefly highlighted in this section.

While *demographic growth* has slowed down, especially in the northern and southern parts of the region, there is no decrease in the numbers of youth entering the labour market each year. Africa is currently experiencing a ‘youth bulge’, where large proportions of the African population are young people, already in the labour force or about to enter it. As a result of this cohort entering the labour force, additional pressure is added to an already tight labour market.

African *economic growth* improved in the first decade of the twenty-first century, the global economic and financial crisis undermined many gains made to the job-poor growth patterns of the pre-crisis era before 2009.⁶ Still, today, many African macroeconomic policies rely too heavily on the export of low value-added commodities and this generally causes an overdependence on a few industries, increasing vulnerability of jobs and reducing the job creation potential.

Despite growing primary and secondary school enrolment rates, the youth labour force remains *low skilled*. Throughout the continent, countries experiencing low literacy coexist with countries having a tertiary education enrolment rate comparable to that of developed countries (e.g. countries in North Africa).⁷ However, even in the latter case, the *mismatch* between education and labour market requirements make the transition from school to work a slow one and the labour market favours more experienced workers.

Young people living in rural areas, young women, out-of-school youth and youth living with disabilities remain particularly disadvantaged with respect to their peers. Young women’s transition from school to work is typically more protracted compared to young men, especially in the formal economy. This scenario triggers a vicious circle where *marginalization and exclusion of already-disadvantaged youth* are increased due to lack of income; and lack of income in its turn forces vulnerable youth to settle for jobs with poor working conditions (no labour rights, long working hours, low pay and exploitation).

As a result of the above, two trends emerge. First, in sub-Saharan Africa, unemployment rates remain relatively low, as the vast majority of employable active youth cannot afford not to work.⁸ However, these youth regularly suffer from under-employment and lack of decent working conditions. Of the 38.1

⁵ More than 20 countries in the African region have CPOs (Country Programme Outcomes) addressing youth employment, reflecting the strong priority given to youth employment in ILO Decent Work Country Programmes.

⁶ ILO: Global Employment Trends for Youth: 2011 Update (Geneva, 2011: 7-17).

⁷ In sub-Saharan Africa, tertiary education enrolment rates are estimated at 6.3 per cent, the lowest in the world according to UNESCO (UNESCO Institute for Statistics, online database, table 14).

⁸ The 2013 Global Employment Trends report estimates the Sub Saharan Africa youth unemployment rate at 11.9 per centé

per cent estimated total working poor in sub-Saharan Africa, young people account for 23.5 per cent.⁹ Young girls tend to be more disadvantaged than young men in access to work and experience worse working conditions than their male counterpart, and employment in the informal economy or informal employment is the norm. Second, in North Africa, unemployment rates (among a generally more educated labour force) are quite high (23.8 per cent estimated in 2012, with a 3 percentage point increase between 2010 and 2011 and a steady increase since 2007) and projected to remain high over the next five years.¹⁰ Unemployment can arguably be considered to be at the root of the Arab Spring uprisings. At the same time, labour force participation rates for women are the second lowest in the world (33.4 per cent in 2012, right after the Middle East).¹¹ Informality is less marked than in Sub-Saharan Africa, but still persistent.

2. ILO's past and on-going cooperation on youth employment in the region

ILO youth employment activities in the African region in the past years have covered three main fields: technical assistance to tripartite constituents, advocacy and knowledge development and dissemination.

In terms of *technical assistance to tripartite constituents* on youth employment, support is mostly, although not exclusively, carried out through technical cooperation projects. Currently, the ILO is implementing youth-employment-specific technical cooperation projects in 27 countries across the African region. This portfolio has a budget of over US\$ 80 million.

Areas of intervention are identified with constituents and vary but include, amongst other things, the following action that is key to address the youth employment challenge:

- Policy advisory services. Such services cover a broad range of activities, from mainstreaming decent work into national and regional development strategies, to legislative advice on fundamental labour standards, to advice on specific topics of interest to the country (e.g. development of national action plans on youth employment or access to finance legislation in the Democratic Republic of Congo, Egypt, Malawi, Mali, Morocco, Senegal, Togo and Uganda);
- Employment services, skills development and labour market training, notably focusing on technical and vocational education, apprenticeship schemes, and tailored services for job insertion of most disadvantaged youth (e.g. in Benin, Burkina Faso, Comoros, Egypt, Liberia, Zambia and Zimbabwe);
- Employment creation, including enterprise and entrepreneurship development support, business development services and labour-based public works (e.g. in Kenya, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Tanzania and Uganda);

⁹ See ILO, *Global Employment Trends for Youth*, May 2012

¹⁰ The 2013 Global Employment Trends report projections show a steady youth unemployment rates until 2017.

¹¹ Source: ILO, *Global Employment Trends*, January 2013

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- Other areas where interventions are carried out, often in conjunction with one of the above, include: data collection and assistance to national statistical offices,¹² workers' rights (e.g. in Lesotho), migration (e.g. in Mauritania and Senegal), fighting against worst forms of child labour), prevention or management of HIV/AIDS in the workplace (e.g. in Kenya and Malawi) and support to young people with disabilities (e.g. in Malawi).

Turning to *advocacy* for youth employment, the ILO has entered a partnership with the African Development Bank, the African Union Commission and the United Nations Economic Commission for Africa (UNECA) to jointly address youth employment at regional and country levels. Moreover, the ILO's partnership with the World Bank and UN in the global Youth Employment Network has resulted in Africa-focused research and ad hoc projects (e.g. the Youth-to-Youth Fund). The ILO is also active in advocating for youth employment creation, labour rights and employability through dedicated events. Eleven national youth employment events took place across the region between March and April 2012. ILO's advocacy for youth employment also makes use of the media and social networks at regional, sub-regional and country levels.

In terms of knowledge development and dissemination, the ILO's activities relate to youth employment specific initiatives that have been instrumental for broader-scoped research.

Beyond the regional analysis conducted every two years within the report Global Employment Trends for Youth, which allows a comparison of the African situation to that of other regions and an analysis of trends in employment within the region, several other ILO tools are produced and disseminated. The first "Decent Work indicators for Africa" report, which was published in 2012, contains some youth-specific indicators comparing the performance of countries for which data are available. Furthermore, the ILO is currently carrying out school-to-work transition surveys (SWTS) in nine African countries.¹³ Such surveys allow obtaining primary data that are only scarcely available. Regarding policies and programmes, the Region is developing a plan to contribute to the ILO's worldwide database on policies for youth employment (*YouthPOL*). Finally, ad hoc research papers covering youth employment related issues and training material (often translated into local languages) are regularly produced together with the relevant technical units at ILO's headquarters.

3. Priorities for the implementation of the Call for Action in the region

The ILO's priorities on youth employment in the African region are guided by national policy agendas as reflected in the Decent Work Agenda in Africa 2007-15, as well as in the conclusions of the 12th African Regional Meeting of the ILO (2011) which were adopted by African tripartite constituents. Within the areas identified by the 2012 ILC Resolution the following interventions responding to national priorities are identified as follows:

- **Employment and economic policies for youth employment.** At the 316th Session of the ILO's Governing Body,¹⁴ the Africa group indicated that such policies should consist of 'legislative documents and operational plans providing a coherent and operational framework for youth employment support and respect of fundamental labour rights for young workers'. Development

¹² See ft 8.

¹³ The Work4Youth project is carrying out School to Work Transition Surveys in Benin, Kenya, Liberia, Madagascar, Malawi, Tanzania, Togo, Uganda and Zambia.

¹⁴ During their discussion of the 2012 ILC Resolution "The youth employment crisis: A call for action".

and, in some cases, implementation of such type of plans are included in proposals for Egypt, Libya, Kenya, Mozambique, Tanzania, Tunisia and Zimbabwe.

Alternatively ‘job-generating growth policies focusing on youth-friendly sectors and promoting an enabling policy and regulatory environment to facilitate the transition to formal employment and decent jobs’ are proposed in Cote d’Ivoire, Senegal and South Sudan where the focus is, respectively, on public procurement mechanisms in construction work, financial incentives for youth-led artisanal enterprises and cooperatives legislation.

‘Labour-intensive public investment in large-scale infrastructure and public employment schemes are a popular intervention among ILO constituents in Africa. This priority is the focus on post-crisis situations and natural resource and waste management. Proposals for Chad, Cote d’Ivoire, Libya, Madagascar, Mauritania, Somalia (Puntland), and the sub-regional proposal for Burkina Faso and Togo specifically integrate such dimensions, adding activities aimed at ensuring sustainability and long term impact.

‘Data collection through national labour market information systems and monitoring of existing interventions ensuring coherence and coordination while maximizing the expected impact’ are elements of the proposals elaborated for Madagascar, Senegal and Zimbabwe. Particular attention is devoted to the analysis of sectoral trends and the identification of the most suitable niches for youth enterprise creation or skills training.

- Interventions in the domain of **employability and education aimed at facilitating the school-to-work transition**. Priorities for the Africa region consist in ‘improving the links between education, training and the world of work through social dialogue on the skills mismatch and on reforming and upgrading the technical and vocational education systems. The proposal for Zimbabwe, building on the national skills strategy puts the accent on such interventions. Similarly the Mozambique, Tanzania, Togo, Tunisia and sub-regional proposals for Malawi and Zambia emphasize the need for upgrading vocational training and conceive tools designed for the purpose. The Senegal proposal, after identifying a gap in development assistance, proposes to address the need to ‘strengthen and certify formal and informal apprenticeship schemes. Similar interventions are planned for Kenya and Mozambique. ‘Providing a legal and operational framework for internships’ is at the root of the Egypt and Madagascar proposals. ‘Reinforcing the capacity of employment services’ and ‘allowing young people to access career guidance’ is the core of the Egypt and Zimbabwe proposals. Specific interventions in such direction are also planned in Madagascar and Tanzania.
- Youth-targeted **labour market policies** are the object of the Kenya and Tanzania proposals which aim at designing and reviewing a gender-sensitive National Youth Employment Action Plan and strengthening the capacity of labour market institutions to deliver evidence-based gender-responsive youth employment programmes. The Mauritania and the Senegal proposals specifically include strategies to enhance the transition to formality. Several proposals focus on young people living in rural areas as a priority group: Chad, Malawi and Zambia, Kenya, Senegal, South Sudan, Tanzania.

Interventions aimed at bolstering the labour demand and job creation potential of national economies, focusing on **youth entrepreneurship and self-employment**. Such interventions in the Africa region mostly combine some sort of entrepreneurship training and support with the establishment of business development services and value chain development. Such an approach is adopted in the proposals of Kenya Malawi and Zambia, Mauritania, Senegal, Somalia, South Sudan, Togo. Other proposals generally focus on support to youth entrepreneurship, with a specific focus on rural employment, such as for Madagascar, ensuring capacity building for enterprises operating in rural and peri-urban areas, while also addressing the issue of internal migration. The Africa regional proposal aims at defining the guidelines and good practices in the

field of business support services. General promotion of the entrepreneurship culture is the object of the Southern Africa sub-regional proposal. As the issue of access to finance is often mentioned when considering the obstacles to youth entrepreneurship in Africa, several proposals target the problem. Mostly the envisaged interventions consist in designing youth-specific financing tools in collaboration with relevant financial partners (e.g. for Malawi and Zambia, Mauritania, Mozambique, Senegal, Tanzania, Togo).

- **Right for young people** is an intervention area related to the quality of work of fundamental importance in Africa, notably in sub-Saharan Africa, where most of the youth work. The Mozambique proposal aims at adopting a ‘rights-based approach to youth employment’ by promoting awareness campaigns and training as well as conditioning service delivery to respect of labour rights. Other proposals strive to ensure respect of non-discrimination principle (e.g. Tanzania’s is heavily focused on rights of young women, Libya’s calls for young people to be represented in the policymaking process and South Sudan’s aims at protecting the rights of young people as cooperatives members). Tunisia’s proposal includes intervention on social protection in order to incorporate the needs of young people. Finally, a number of proposals include measures aimed at tackling informality and facilitating the transition to formal employment for young people as a means to facilitate the respect of fundamental labour rights (e.g. for Mauritania, Senegal, South Sudan, Togo).

4. Conclusion

The ILO is presenting a set of technical cooperation project proposals that not only directly addresses the problems highlighted in the situation analysis and the priorities identified at the regional, sub regional and national levels, but also explicitly builds on past and existing work, and lessons learned. All the main areas of action of the ‘Call for Action’ are covered across the region, adapting the interventions to the national context and constituents’ preferences. However, not all priorities are covered by each proposal, although a nationally and/or regionally integrated approach is sought. A choice of targets was made and pre-discussed with national constituents. Indeed, every proposal stems from an analysis of local needs, absorption capacity and possibility to complement past and current interventions carried out by the ILO or by other development partners, notably the UN agencies. Cost-effectiveness and sustainability have also been guiding criteria in the design and choice of the proposals, which were finalized through an internal peer review mechanism.

List of Proposed Projects

Title	Geographical coverage	Budget (US\$)
A regional peer review mechanism and guidelines for youth targeted business support services	Regional	700,000
Skills training for road construction in West Africa	Sub-regional	2,600,000
Promoting a culture of youth entrepreneurship in Southern Africa	Sub-regional	2,900,000
Accelerating youth employment in Zambia and Malawi	Sub-regional	6,100,000
Supporting the promotion of decent jobs for youth in Chad	Chad	3,300,000
Decent work for Egyptian youth in priority Governorates	Egypt	6,000,000
Youth employment opportunities through rehabilitation of community areas	Ivory Coast	3,900,000
Youth employment and employability project	Kenya	3,200,000
Placing youth employment at the centre of Libyan recovery process	Libya	3,900,000
Reconstruction nationale et consolidation de la paix par l'emploi des jeunes	Madagascar	1,000,000
Green jobs for youth through locally led sustainable waste management and territorial preservation initiatives	Mauritania	3,400,000
Creation of decent jobs for young women and men in Mozambique	Mozambique	3,500,000
Promotion of decent work for young working poor in the artisanal sector	Senegal	2,200,000
Youth employment through natural resource management in Puntland	Somalia	3,000,000
Enhancing youth employment through strengthening cooperatives and economic associations for inclusive growth in South Sudan	South Sudan	3,900,000
Learn and earn programme	Tanzania	4,400,000
Programme to support rural employment of young people	Togo	4,300,000
Decent work for Tunisian youth	Tunisia	6,000,000
Social and economic inclusion of youth working in the informal economy in Tunisia	Tunisia	1,500,000
Promoting youth employment through career guidance and skills development	Zimbabwe	2,700,000
TOTAL		68,500,000

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	A regional peer review mechanism and guidelines for youth targeted business support services.
Location:	African region
Duration:	1 year
Lead Office:	ILO regional office for Africa
Budget:	US\$ 700,000

1. Background and justification

A number of countries in the African region have established government-led (and sometimes financed) schemes to support private business. Some of such schemes directly target young people providing a combination of services such as training, business advice, provision of instrumental goods, and access to financial services. The functioning modalities are disparate, as well as beneficiaries, from grants assigned through competitions to pure market-based provision of services for individuals, groups or specific groups of beneficiaries (e.g. young girls, rural youth, and educated youth). While the net impact of such interventions is hardly known (although some evidence exists), good practices as well as some logical methodological steps could still be identified. Given the similarity of context between several African countries, but also given the fact that some countries are more advanced than others in terms of private sector development, there is scope for creating a substantial bulk of knowledge as well as some guidelines. Such material will be instrumental for governments, practitioners, social partners and policy makers on the necessary steps to undertake in order to efficiently and effectively provide business support services.

The ILO is a founding member, along with the African Development Bank, the African Union Commission, and the United Nations Economic Commission for Africa of the “Joint Youth Employment Initiative for Africa”. Amongst the goals of the initiative is the collection and generation of knowledge and information to be shared and disseminated regionally. In particular, activities with a regional scope are: (i) research on youth employment and the effectiveness of youth employment policies, programmes and institutions; and (ii) sharing of knowledge and experience between practitioners and the general public. It is within this framework that the present programme proposal has been conceived and designed.

2. Project strategy

The programme development objective is to contribute to an improved a more effective provision of business support services for young entrepreneurs. The strategy to realize such objective consists of a three-pronged approach leading to the following immediate objectives:

Immediate objective 1: Stakeholders have a detailed knowledge of business development schemes for young people carried out in the Africa region.

Related outputs:

- Preparation of a background paper on what is currently taking place within the region in terms of business development services for young people, covering approaches, methodologies and results. The research for the paper will cover Francophone, Anglophone and Lusophone countries. It will represent a critical inventory of on-going initiatives.
- Utilization of the paper for discussion during workshops (see below) and as a basis for the practical guidelines to be developed at a later stage. Specific attention to women oriented services and/or impact of young women will be warranted.

Immediate objective 2: Stakeholders' knowledge of good practices on business support schemes is improved through knowledge sharing activities.

Related outputs:

- Two one-week workshops organized, partly cost-shared by relevant institutions across the continent where critical national stakeholders will be invited to participate and share their experiences and lessons learned with the aim of supporting South-South collaboration and knowledge sharing. The workshops will be organized so as to cover in detail each element related to the provision of business support services: type of services provided or to be provided (what types of services, what combination); modalities of provision. Public vs. semi-public vs. private provision, geographical coverage, conjunction with trainings and other services, challenges in dealing with implementing partners, monitoring and evaluation; and how to tailor attention to young people, to young girls and to quality of work/formalization of enterprise, gender related issues, differences between rural and urban provision of services, linkages with value chain development.

Immediate objective 3: Development community benefits from a new tool for the implementation of more efficient and effective business support services.

Related outputs:

- Production and dissemination of concrete guidelines meant to direct governments and policy makers in defining, managing and evaluating the provision of business support services for young people. Such guidelines will present concrete options for interventions and will provide scenario-based guidance according to all the relevant dimensions.

The programme will use mainstream media channels to disseminate the findings of the background paper, of the workshops and of the guidelines. Target audience will be stakeholders across the whole world with a special attention to the African continent.

3. Comparative advantage

ILO has a long-standing experience in implementing programmes in Africa to promote youth employment through enterprise development and support. Specific tools have been created for the purpose (e.g. the Start and Improve Your Business training modules or the Know about Business ones). In addition, the ILO is active through several programmes in the areas of value chain support and local economic development through value chain development. The ILO, through the International Training Centre in Turin has also extensive experience in organizing and managing training programmes, including workshops aimed at finalizing learning tools. As it is acknowledged

that several other agencies are active in the field (e.g. UNDP, World Bank, IFC, and GIZ) and support African government in the task in different countries, such partners will be invited to contribute to and participate in the outputs and events.

4. Partners and beneficiaries

Main partners: National Stakeholder of African countries currently supervising or managing (or interested in the latter) business support schemes targeted to young people, the Ministry of Labour, the Ministry of Agriculture, the Ministry of Trade and Industry, youth employment agencies, the Ministry of Youth, the institutions responsible for ensuring a conducive business environment and/or private sector development, etc.

Ultimate beneficiaries: young women and men who will eventually enjoy a more efficient and effective provision of business support services.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Skills training for road construction in West Africa
Location:	Burkina Faso and Togo
Duration:	4 years
Lead Office:	ILO decent work team in Dakar
Budget:	US\$ 2,600,000

1. Background and justification

Youth and women employment challenges are common to all West African countries. Burkina Faso and Togo are no exception. In Burkina Faso, young people between 15 and 24 years represent 32,9% of the population and those between 25 and 34 years 16,4%. Unemployment is predominantly an urban phenomenon and affects mostly youth. Indeed, 65% of unemployed people are younger than 24. In Togo, about one third of the active population (32,9%) is confronted with unemployment or underemployment and one third of the active youth population is unemployed. Public works though labour based techniques are an effective and immediate way to ensure employment generation while specific mechanisms are needed to ensure long term impact and sustainability as opposed to mere short term employment creation. The present proposal tackles both aspects by focusing on the training component.

2. Project strategy

The programme's development objective is to warrant young people access to decent job opportunities by providing direct employment and by strengthening the national capacity to implement labour based techniques.

The programme is part of broader multinational intervention, financed by the African Development Bank (AfDB), targeting the roads rehabilitation and facilitation of transport along the corridor Lomé-Cinkanse-Ouagadougou. Such broader programme envisages the paving of 303 kilometres of roads, as well as the rehabilitation of over 100 kilometres of feeder roads and of social infrastructures (notably to support women). Amongst the approaches planned to be utilized are those paying attention to the labour intensity aspect of (feeder) road construction, notably through tailored innovative mechanisms such as local-employment contents into competitive procurement, and labour based public works (Tenkodogo and Anié market). The current proposal completes and expands the above mentioned programme by emphasising the sustainability, in conjunction to the short term impact. The proposal is structured around the following three immediate objectives:

Immediate objective 1: Labour based techniques training capacity of two training institutions, the "Centre Régional de Formation en Entretien Routier (CERFER) » in Togo and the « Centre Régional de Formation et de Perfectionnement des Travaux Publics (CFP-TP) » in Burkina Faso is strengthened.

The mentioned two training institutions are the best referenced ones in their respective countries that focus on public works (and, specifically, in road maintenance) and are in need of technical and financial assistance to fulfil their mission.

Related outputs:

- Supporting with technical expertise the engineering training on labour based methodologies and management of small enterprises active in road works;
- Finalization of a specific curriculum and the production of related teaching and learning material on labour based feeder roads maintenance for both business managers and construction sites supervisors;
- Training of trainers in labour based maintenance methodologies;
- Completion of training courses for students (both theoretical and practical);
- Introduction of entrepreneurship in training curricula, with special emphasis on social entrepreneurship.

To be noted the mentioned outputs will have the potential to benefit all of the ECOWAS countries as well as individual schools (e.g. the “2IE” engineering school, which showed interest in introducing the theme in its own curricula).

Immediate objective 2: Knowledge of road maintenance labour based techniques is increased.

The outcome is to be achieved by considering that CERFER is a regional oriented training institution. As such it will host and coordinate regional South-South activities to promote and improve the knowledge of labour based techniques.

Related outputs:

- A knowledge sharing platform allowing access to public works training institutes and construction sites instrumental to share experiences in Africa and Asia;
- Definition and awarding of scholarships to trainers in order to allow some of them to participate in courses held at the Turin International Training Centre to allow continuous learning on labour based techniques;
- Regional workshop organized to share experience to other neighbouring countries.

Immediate objective 3: Youth employability is improved by the implementation of on the job training courses in public works (chantiers école).

Related outputs:

- Implementation of “chantiers école” in satisfaction of the needs emerging from the sub-regional programme financed by the AfDB, notably regarding rehabilitation of feeder roads and paving of sidewalks. Such training will allow students to combine theoretical and practical experience and will be instrumental to the realisation of a technical manual including specific reference to labour rights and conditions. 100 construction sites supervisors coming from 50 small and medium enterprises (25 per country) will be trained and they will be capacitated as trainers. Such training will be complemented with entrepreneurship training utilizing long tested ILO material and training modules (notably Start and Improve Your Business (SIYB));
- Definition of legal typologies of public sector contracts (in coordination with the relevant institutions responsible for public works in Togo and Burkina Faso) instrumental to encourage youth associations and small enterprises to apply to public bidding for (non-mechanised) labour based maintenance works;
- Definition of typologies of public sector contracts to engage small and medium enterprises in multiannual labour based maintenance contracts.

Training for 50 youth associations on negotiation and business skills (improving their competitive bidding).

3. Comparative advantage

ILO has more than 30 years’ experience in applying, teaching and sharing the knowledge on labour based construction techniques. It has implemented programmes everywhere in the world. Within this framework, ILO has elaborated specific methodologies for monitoring and evaluating labour based public works programmes (notably, input output matrices, dynamic social accounting matrices and comparative studies) which now allow to estimate that the impact of labour based techniques on employment creation is to be 3 to 5 times higher per kilometre of road rehabilitated with respect to traditional techniques. Such knowledge will be shared with local institutions and will be integrated in the procurement processes with the view of promoting employment generation.

4. Partners and beneficiaries

Beneficiaries: Young people in Burkina Faso and in Togo.

Partners: AfDB; all the relevant Ministries (already working through the AfDB programme) in both countries; ILO social partners in both countries; the Centre Régional de Formation en Entretien Routier (CERFER) » in Togo and the « Centre Régional de Formation et de Perfectionnement des Travaux Publics (CFP-TP) in Burkina Faso. Coordination with other similar initiatives in neighbouring countries will be explored as well as a partnership with the Road Funds (“Fonds Routiers”).

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promoting a culture of youth entrepreneurship in Southern Africa
Location:	Botswana, Lesotho, South Africa and Swaziland
Duration:	3 years
Lead Office:	ILO decent work team and country office in Pretoria
Budget:	US\$ 2.900,000

1. Background and justification

Youth unemployment has been identified by Governments throughout the Southern African sub-region as a key development challenge. Young women and men are particularly vulnerable to unemployment due to a combination of factors, among them lack of technical skills, lack of work experience, and lack of life-skills. In the latter case, it is particularly the lack of a culture of entrepreneurship - here in the original sense of the word of undertaking initiative - that often results in young people resigning to the status quo and failing to more pro-actively seek (self-) employment. For the same reason, young people typically consider self-employment as a livelihood strategy of last resort rather than an attractive option for their future, notwithstanding the fact that running a successful business can effectively empowers people in the fast lane, both socially and economically.

2. Project strategy

The proposed programme's development objective is to promote decent youth employment by way of nurturing a culture of entrepreneurship among young women and men. The programme would seek to address the development challenge by way of strengthening the capacity of local stakeholders in the Southern African sub-region to nurture a culture of entrepreneurship among young people. The programme is structured around the following three immediate objectives:

Immediate objective 1: Youth benefit from entrepreneurial role models.

Related output:

- A mass-media based entrepreneurship promotion programme, to be developed in partnership with the South African Broadcasting Corporation and in close collaboration with ILO constituents, and broadcast via TV throughout the sub-region.

Immediate objective 2: Existing policy instruments to further emphasize on entrepreneurship development as a separate policy field are fine tuned.

Related output:

- Advisory services and training for national policy level stakeholders, including Government representatives and its social partners, about the distinction between entrepreneurship education and business development support services, and how to better balance emphasis on these two dimensions in the PLRF.

Immediate objective 3: The institutional capacity of local secondary education institutions to groom the entrepreneurial talent of their students is enhanced.

Related outputs:

- Adaptation and roll-out of the ILO-Start Up and Go entrepreneurship education training package successfully piloted in the Free State Province in South Africa throughout schools in the sub-region;
- Local stakeholders build a school-to-business transition mechanism, linking graduates with strong entrepreneurial skills to local business support service providers with the support of the programme.

The programme intervention strategy builds on the systemic enterprise development approach of the ILO. In a nutshell, this approach distinguishes three system levels of interventions:

- Macro-level interventions aiming at national level youth employment promotion policy planning and coordination bodies.
- Meta-level interventions aiming at the universe of young women and men in the sub-region.
- Micro-level interventions explicitly targeting young women and men enrolled in local secondary schools, here via facilitators and/or providers of entrepreneurship education services.

The systemic enterprise development approach of the ILO explicitly acknowledges that the system stakeholders at each system level are linked through circular cause-and-effect relationships. For example, a shift in perception of entrepreneurship on the meta-level can positively impact on demand among young people for business awareness and business start-up training on the micro-level. Also, the recognition of the relevance of business awareness training among policy level stakeholders can pave the way for a political decision to stimulate service supply on the micro-level. Mindful of these cause-and-effect relationships between programme outputs and immediate objectives, the proposed intervention mix is multi-level and carefully synchronized to maximize intended impact.

3. Comparative advantage

The proposed programme will unlock synergies with on-going ILO led TC initiatives in the field of youth employment promotion. More in particular, the proposed programme will leverage the work currently done by the Free State SME Development programme in South Africa, and build on the institutional networks created as a result of the entrepreneurship promotion interventions carried out earlier with technical inputs from ILO in Botswana and Lesotho. In these three countries, the programme can also readily draw on existing partnerships with national level policy stakeholders.

The proposed programme furthermore reflects the concern for reaching scale. In the past, youth entrepreneurship promotion initiatives have often been disconnected and reached only a limited number of young women and men. By combining mass media based advocacy and group-based training the programme will reach hundreds of thousands of young people through TV and tens of thousands of young people in the classroom. As an intended side effect, the establishment of sub-regional institutional coordination structures is meant to pave the way for a technically, institutionally and financially more sustainable market exchange for entrepreneurship promotion services.

4. Partners and beneficiaries

The primary beneficiaries will be both government officers (through capacity building and advisory services) and youth (through the mass media campaign).

The programme will partner with the South African Broadcasting Corporation, relevant government institutions (at both the national and local level) and the tripartite ILO constituents. The programme will coordinate with other initiatives to support youth entrepreneurship currently on going in the four countries, notably those carried out by other international development agencies, in order to avoid duplication and achieve a critical mass of beneficiaries.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Accelerating youth employment in Zambia and Malawi
Location:	Zambia and Malawi
Duration:	3 years
Lead Office:	ILO country office in Lusaka
Budget:	US\$ 6,100,000

1. Background and justification

Malawi and Zambia experience one of the highest population growth rates in Sub Saharan Africa (2,8%), and although the countries' economies have continued to grow steadily at an annual rate averaging 6% over the past decade, the growth has not been commensurate with the creation of employment and increased of wages for workers.

The unemployment rate of young women and men in the age groups of 20-24 and 25-29 in Zambia was 28% and 16% respectively. A similar situation occurs in Malawi, where youth constitute 40% of the total population, and more than half of all young women and men beyond 16 years of age and below 29 years of age are either unemployed or underemployed.

Some of the main causes of youth unemployment/underemployment have been identified as low education and skills, low levels of entrepreneurship knowledge coupled with limited access to appropriate finance, technological know-how and access to markets. Furthermore, the low absorptive capacity of the labour market for new entrants and the concentration of growth in highly capital-intensive and urban-based sectors such as mining have been contributing factors.

There is strong political will in both countries to address youth un and under employment as expressed for example by Zambia's President, H.E. Michael Chilufya Sata during the 101st session of the International Labour Conference where he called for concerted global action to address the youth employment challenge.

2. Project strategy

The development objective of the project is to contribute to increase decent jobs in the sub-region through policy advisory services, entrepreneurship and skills development and access to finance and markets for young women and men. The project is structured around the following four immediate objectives:

Immediate objective 1: A mechanism for sub-regional cooperation, knowledge sharing/management and advocacy on youth employment is established.

Related outputs:

- A sub-regional network of experts on youth employment is established;
- A mechanism for mutual learning, advocacy and exchange of knowledge and best practice on youth employment is established;
- A regional event of the actors for youth employment is conducted and findings are used to determine a long-term regional agenda on youth employment.

Immediate objective 2: The capacity of national government and social partners to create a more conducive policy environment for creation of decent youth employment is increased.

Related outputs:

- The capacity of government and social partners to prioritize, and integrate youth employment into national development plans, frameworks and programmes is strengthened;
- Technical support to elaborate a monitoring and evaluation system to measure the effectiveness of the youth employment policies, plans, programmes and strategies is provided;
- The capacity of government and social partners to implement Youth Employment National Plans and Youth Employment Development Funds is strengthened;
- Technical capacity of government and social partners to conduct research/survey and to collect and analyse sex disaggregated labour market data with a focus on youth employment is strengthened;
- Technical capacity of constituents on International Labour Standards, OSH and decent working conditions, i.e. Youth Rights through social dialogue and training, is strengthened.

Immediate objective 3: Improved skills and employability of young people by addressing the school to work transition and developing demand driven technical and vocational skills.

Related outputs:

- Life skills PLUS module and competency based training modules are designed as per interventions identified under profiling system;
- Capacity of training and employment services providers is strengthened to deliver flexible and modular training programmes using a combination of institutional and work place learning (internships and apprenticeships);
- Flexible and modular training programmes are delivered to young women and men using a combination of institutional and work place learning method;

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- Monitoring and evaluation system is established for TEVET.

Immediate objective 4: Youth entrepreneurship is promoted through provision of integrated entrepreneurship package and facilitation of access to finance and markets as a means to generate and expand decent self-employment for young women and men.

Related outputs:

- BDS Training packages on entrepreneurship are adapted for youth;
- Capacity of BDS institutions is strengthened to provide support services to young women and men entrepreneurs;
- Access of disadvantaged young women and men to financial services developed by financial institutions and other appropriate financing mechanisms is improved;
- Business plan competitions and competitive grant schemes for youth-led organizations are developed;
- Voice and representation of disadvantaged young women and men at workplace are strengthened, in community and at national level, with support of workers' and employers' organizations;
- Network of locally-based facilitators is established for promoting OSH principles and working conditions for micro, small and medium-sized enterprises.

3. Comparative advantage

The project will rely on proven ILO tools and approaches already introduced in the two countries such as SIYB, GYBI, FAMOS, etc.

In Zambia the project will capitalize on the lesson learned from interventions such as the RBSA (2009/10), the Broad Based Wealth and Job Creation Project (2009-2012), WEDGE, Support to Growth-oriented entrepreneurs, the Youth Employment Project, and the UN Joint Programme on Green Jobs in the Construction Sector (2012-2017).

In Malawi the project will capitalize on all the interventions such as the UN Joint Programme on Youth Employment and Empowerment where ILO, as lead agency facilitated the development of the draft National Employment and Labour Policy (NELP), SYB, WEDGE, the G20 initiative on Skills for Employment and Productivity (2012-13) Action Plan, the International Program on the Elimination of Child Labour as well as the Decent Work for Food Security program.

4. Partners and beneficiaries

The Ultimate beneficiaries of the project will be: the individual young women (at least 50%) and men (15-35 years old) in urban and rural areas and a selected group of youth representative organizations. The intermediate beneficiaries of the project are: the Ministry of Youth and Sport, Ministry of Labour and Social Security, Ministry of Education, the social partners; selected local facilitators and providers of TEVT training, and related non-financial and financial BDS providers.

The project's partners include: Ministry of Youth and Sports, Ministry of Labour and Social Security, Ministry of Education, and other sectoral Ministries, district-based TEVT; Employers' Associations and Trade Unions; National Youth Development Council; selected Financial Institutions including MFI's, and other UN agencies.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Supporting the promotion of decent jobs for youth in Chad
Location:	Chad
Duration:	3 years
Lead Office:	ILO regional office for Africa
Budget:	US\$ 3,300,000

1. Background and justification

Chad is a landlocked country in Central Africa with an estimated population of 11,1 million habitants. Despite the potential in terms of natural resources, which are abundant and diverse (minerals, oil, arable land, livestock, etc.), Chad remains one of the poorest countries in the world, ranking at the 183rd place in the 2011 Human Development Index (HDI) (out of 187 countries). The HDI reflects a situation of widespread poverty (87 per cent of the rural population lives below the national poverty threshold), high maternal and infant mortality, a very limited access to basic social services, and more generally that of a country which has suffered many years of war and whose recovery is slow.

Growth and development have to confront several challenges including a flimsy social cohesion, destroyed infrastructure, and a very low productivity of the labour force. Indeed, educational attainment remains low, despite over 98 per cent of gross primary enrollment rate in 2009, as only 50 per cent of children finish their education, two-thirds of which boys. Moreover, the secondary, tertiary and vocational education systems are generally considered obsolete

For what concerns the youth labour market, lack of data does not allow to have a very precise picture. While the majority of youth (>70 per cent) are occupied in (mostly seasonal) agricultural activities in rural areas, underemployment is endemic and subsistence activities are the norm. Youth unemployment in urban areas is sizable (over 30 per cent) and the constant flow of refugees from neighboring countries (and, lately, returnees from Libya) compounds the situation. Informal employment is the norm for young people. A noticeable issue is also that of graduate unemployment which has emerged in the 1990s with the limitation of recruitment in the public service and has since grown.

2. Programme strategy

The development objective of the proposal is to warrant young people access to decent job opportunities by reinforcing institutional capacity and providing direct employment opportunities.

In line with the above, the programme strategy consists of interventions at three different levels, macro, meso and micro concretizing, in the following immediate objectives:

Immediate objective 1: Employment is at the center of the action of the government and social partners.

Related output:

- A coordinating body, the “Platform for Employment and Economic Development”, created not only coordinate interventions and define policies in support of youth employment, but also to rigorously select and fund community-driven programmes promoting economic recovery and employment of local youth (see below).

Immediate objective 2: Reinforced capacity for the central and local government institutions to promote youth employment.

Related outputs:

- Vocational and technical teaching upgraded through the development of new teaching curricula;
- Vocational and technical teaching upgraded through training of trainers destined to be employed by public and private institutions, operating within a pre-legally defined public private partnership. Such a network of certified trainers will be endowed with tools and training modules allowing them to combine technical trades with entrepreneurship training and cooperative management;
- Responsible government officers at the central and local level trained for the elaboration of local economic development strategies relying on the new vocational skills available.

Immediate objective 3: Youth employment is stimulated in targeted areas.

Related output:

- Rigorously conceived local economic development plans, including social economy and public works components, as well as entrepreneurship and cooperatives ones, selected, funded and implemented in a limited number of pilot sites in order to possibly replicate the initiatives at the national scale.

The key strategic choices of the programme are: (i) the combination of the initiatives promoting youth employment with the ongoing ones aimed at implementing decentralization and subsidiarity by strengthening and reinforcing local institutions, and rendering local communities and young people accountability and empowered (ii) Creation of synergies and collaboration between all stakeholders (programmes, projects, departments, funds, etc.).

3. Comparative advantage

The programme will be jointly carried out by UNDP and ILO. While UNDP is represented on the spot and has facilities actual contacts with all national and international partners in Chad, the ILO has the technical expertise and appropriate tools already tested elsewhere, to create decent jobs for young people. ILO will ensure that in each and every activity of local economic development plan the International Labour Conventions and tripartism are fully integrated. More generally, ILO has a long-standing experience in implementing programmes in Africa to promote youth employment through skills development and upgrading, enterprise and cooperatives support as well as labour based public works. Specific tools have been created for the purpose.

4. Partners and beneficiaries

Beneficiaries: Youth in Chad.

Partners: The Ministry of Economy and Planning and other line ministries; ILO constituents; UNDP.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Decent work for Egyptian youth in priority Governorates
Location:	Egypt – three Governorates to be selected
Duration:	4 years
Lead Office:	ILO country office in Cairo
Budget:	US\$ 6,000,000 (preliminary assessment)

1. Background and justification

Currently in Egypt, the young generation has better access to education than ever before but unfortunately this does not translate into employment opportunities for youth. The unemployment rate among young people (aged 15-29) reaches 25%. The unemployment rate for young men is 18% and for young women 45%. What is perpetuating the challenge for young Egyptians in entering in the labour market is a direct result of the poor quality of skills supply, the mismatch between labour market supply and demand and lastly, the lack of entrepreneurial engagement of young people and the insufficient number of jobs created,

In addition, among the young Egyptians who managed to get a foothold in the labour market, many of them, especially young women, suffer from poor working conditions, low wages, disrespect of their right, lack of protection and no possibility to express their concerns. The majority of them work in the informal economy. The lack of coordination between the different interventions on youth employment, together with the weak institutional capacities makes it even more difficult for young women and men of Egypt to prosper into the world of work.

2. Project strategy

The proposed project aims at promoting decent jobs for young people in the selected Governorates of intervention. This project seeks to apply ILC's 2012 call for action for multi-pronged approaches to youth employment at Governorate level in Egypt and is structured around the following five immediate objectives:

Immediate objective 1: Authorities, social partners and other key stakeholders are able to define and implement comprehensive youth employment strategies at the Governorate level.

Related outputs:

- Three new Governorates for project targeting selected through a competitive and participatory process;
- Employment profile of the chosen Governorates developed;
- Governorates' action plan for youth employment prepared;

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- Capacities of local authorities and other key stakeholders to monitor evaluate and revise the action plans developed.

Immediate objective 2: Youth acquire the skills they need to succeed in the labour market.

Related outputs:

- Detailed mapping of skills required in the labour market in the selected Governorates prepared;
- Public and private formal skills providers in the Governorates supported to reform and enhance the quality of their services;
- Modern apprenticeships introduced and strengthened to increase employability of youth in the informal sector and provide actual on-the-job training opportunities to local youth.

Immediate objective 3: An increased number of youth is able to set-up and grow their businesses.

Related outputs:

- Entrepreneurial skills developed within vocational training, general upper-secondary and tertiary education institutions;
- Cultural transformation towards ethics of social participation, work, entrepreneurship, and respect for vulnerable people nurtured;
- Business development service providers supported to train, mentor and coach youth;
- Local marketing campaigns to promote areas of local comparative advantage conducted with investors;
- Financial services for micro and small enterprises for young people expanded.

Immediate objective 4: Young new entrants in the labour force are assisted in their job search.

Related outputs:

- More relevant employability services provided to new job seekers by Public Employment Services (PES);
- Enterprises in selected Governorates assisted by PES in improving working conditions and addressing discrimination while promoting matching of candidates and openings;
- Local awareness raising campaigns to defend rights at work launched.

Immediate objective 5: Youth are agents of innovation in the Egyptian economy.

Related outputs:

- Local awareness is raised on opportunities in the green economy for young people;
- Young entrepreneurs assisted in developing business proposals, while competing in a "green jobs for youth" competition to be financed through a revolving fund;
- New entrepreneurs assisted during the first two years of their business operation.

3. Comparative advantage

The ILO is the lead UN agency supporting the Government of Egypt, the Social Partners, and the wider civil society, in addressing youth employment challenges in the country.

The proposed project will establish close synergies with the other ILO projects implemented in Egypt in order to build on lessons and avoid duplication. It will be part of ILO's multi-faceted approach on youth employment in Egypt.

As a result of its long history of work in the field of youth employment, the ILO possesses knowledge and know-how, as well as a set of necessary tools and methodologies that cover all components of the project. Many of them have been translated in Arabic and tested in the Egyptian context.

The contacts the ILO established in the past and is continuously renewing with different Ministries, Councils and other political units will be used to realize the integrated approach taken in the project.

4. Partners and beneficiaries

Main beneficiaries: Egyptian youth in selected Governorates.

Main partners: selected Governorates, the Ministry of Manpower and Migration, the Social Fund for Development, the workers' and employers' organizations and NGOs.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment opportunities through rehabilitation of community areas
Location:	Ivory Coast
Duration:	3 years
Lead Office:	ILO decent work team in Dakar
Budget:	US\$ 3,900,000

1. Background and justification

Ivory Coast has faced for over a decade a succession of social unrests severely affecting the living conditions of the population. In particular, the latest post-election crisis, which erupted at the end of 2010, has exacerbated an already troublesome situation of un(der) employment and poverty.

One of the side effects of the crises has been the mass exodus of young and less young people to urban centres, notably Abidjan and Abobo. Such exodus has translated in increased demand for housing and urban infrastructures, but such demand is to be answered in a context where real estate and public infrastructure had been severely damaged by years of war.

Within this framework, there is an increasing concern about the youth situation. Despite progresses after the 2010 crisis, there is the risk that an actual sense of disillusionment could prevail in the minds of those who have been actively involved in the conflict but yet continue to find themselves in a precarious socio economic situation. Such fears are confirmed by the latest data available (2008), according to which the unemployed are mostly urban, male, and youth. Two thirds of all the unemployed people are under 30 years of age while the unemployment rate was almost 27.4 per cent in urban areas against 8.7 per cent in rural areas. Data also show that unemployment is affecting predominantly the poorly educated, i.e. those who had never attended school (almost a quarter of the unemployed) or had only primary education (almost 30 per cent of the unemployed).

Taking into account the above presented challenges and opportunities, labour-based public works are increasingly regarded as a potential way to address the youth employment situation in the country. In fact, labour-based public works implemented by the municipalities on a regular basis provide job opportunities and training opportunities for young people and, at the same time, help developing the capacity for youth associations to independently apply to public tenders.

2. Project strategy

The proposal addresses a regional priority, as spelled out in the ILC Call for Action, namely intervening simultaneously and in a coordinated manner on both the supply and the demand of employment. The project will be implemented at the local level, in neighbourhoods with dense housing operations. Considering the habitat as a place of expression and structuring of social cohesion, the project will focus initially on improving the conditions of life in habitation sites that were most affected by the post-election crisis.

The proposal's development objective is to generate employment opportunities through rehabilitation of neighbourhoods using labour based techniques and guaranteeing decent working conditions. The immediate objectives of the programme are as follows:

Immediate objective 1: Selected youth beneficiaries are engaged in productive income generating activities, respectful of labour standards and contribute to the social cohesion within their neighbourhood.

Related outputs:

- Labour based public works, selected through a bottom up approach, carried out in selected communities;
- Social communication, notably around focusing on the concept of "Living Together" carried out in conjunction with participation in public works and within the chosen communities.

The proposal is divided into sub-programmes per municipalities or quarters. The idea is to allocate at maximum one million dollar per area, each area hosting between three and five programmes. The work which will be carried out does not require advanced technical skills and will indicatively pertain to one of the following domains: environmental and landscape heritage, restoration and tree planting, restoration of public gardens, equipment and public buildings, cleaning and painting the paths of facades of community facilities or rehabilitation of public facilities and collective areas or fully fledged restoration of public buildings, secondary and tertiary roads, rehabilitation of roads and footpaths, paving sidewalks, rehabilitation of pedestrian neighbourhood, cleaning gutters.

Immediate objective 2: The capacity of small business to apply labour based techniques is enhanced.

Related output:

- Ad hoc designed training and follow up monitoring for young enterprise managers and engineers. Such training will focus, in particular, on product quality and on how to apply for public tenders.

Immediate objective 3: The capacity of the municipal administration to design and conceive local economic development oriented labour based programmes and to set up procurement calls based on labour intensity is enhanced.

Related output:

- Practical training of government officers based on the conception of sample interventions and steady support.

The programme's strategy for the choice of the beneficiaries is clear cut: target the young population, un (der) educated or un (der) qualified, idle, living in neighbourhoods consistently damaged, representing a risk group for the consolidation of the peace and the cohesion within their own neighbourhood, while guaranteeing gender balance. The idea is to considerably expand the initial approach to over 50 municipalities after the first phase.

3. Comparative advantage

The ILO's experience in mobilizing social partners is an asset that the programme will capitalize on. Perhaps most relevantly, the ILO has developed several tools HIMO, particularly through models of public employment programs that highlight the link between public investment and employment, as recommended in the programme. On the other hand long-time effectively utilized modules like ILO Start and Improve Your Business (SYOB) will provide the studying material on which local businesses will be trained to. The programme activities will be implemented in synergy with on-going initiatives in the area of reconciliation and reconstruction.

4. Partners and beneficiaries

Beneficiaries: Youth in the targeted Municipalities of the proposal.

Partners: ILO constituents; Ivorian Grouping of Public Works (GITP) and the Ivorian Federation of Small and Medium Enterprises (FIPME) will be associated with the intervention. Each “sub-programme” (see strategy above) will then conceive its own form of partnership, associating the private sector with youth associations.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment and employability project
Location:	Kenya
Duration:	4 years
Lead Office:	ILO country office in Dar es Salaam
Budget:	US\$ 3,200,000

1. Background and justification

Poverty incidence remains high in Kenya and of the 13.5 million young people, more than half live below the poverty line. Additionally, the number of labour market entrants continues to be high with young entrants estimated to be 800,000 joining in every year but in the last decade, the economy has only been creating up to 500,000 jobs annually, with the majority of those jobs created in the informal sector. Of the unemployed, 90 per cent have no vocational or professional skills (GoK, 2007).

Young Kenyans have been engaged in serious conflict and crime situations during the post-election period, as witnessed during and after the 2008 elections. Kenya will be getting into an election period in March 2013 and hence there is a continued urgency to address the issue of youth unemployment to ensure youth are productively engaged. The Kenya government recognizes this and stresses the need to create sufficient employment opportunities. Currently in place there is the Ministry of Youth Affairs and Sports' Strategic Plan, the National Youth Policy and the National Action Plan on Youth Employment, to name a few. However, the effective development, implementation and monitoring of policies and programmes remain weak. Accordingly, there is a need to review and strengthen policies and programme capacities.

2. Project strategy

The project strategy will act at national and devolved government levels by targeting support to review and develop relevant employment policies whilst also facilitation grass root interventions that ensure job creation for youth.

The proposal is structured around three immediate objectives as follows:

Immediate objective 1: Mainstreaming youth employment and decent work in the national development plans, policies and frameworks.

Related outputs:

- National Action Plan on Youth Employment (2013-2017) formulated and implemented;

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- Youth employment actions and initiatives integrated in national frameworks, such as the Medium Term Plan II, National Employment Policy;
 - Coordination Structures and Institutions for youth employment established and strengthened;
 - Capacity of Market Institutions strengthened to develop and implement interventions for youth employment.

Immediate objective 2: Increase Skills of young people for employability and entrepreneurship.

Related outputs:

- Business Development Services established for young women and men including business training, mentorship for increased participation in high growth value chains, markets and green economy businesses;
- Access to technical training created on selected appropriate technologies using employment intensive methods and mentorship in private and public sector markets;
- Apprenticeships opportunities created in the formal and informal sectors for increased employability and business start-up skills.

Immediate objective 3: Strengthening advocacy and lobbying capacities of youth organizations.

Related outputs:

- National Youth Council and other relevant youth serving organizations capacities strengthened;
- Mainstreamed Decent Work and Youth Employment promotion in the Youth Council and other youth advocacy organizations strategic plans and programmes;
- Strengthened capacity of informal sector associations, targeting women economic empowerment and their access to microfinance;
- Youth employment campaigns undertaken at national and county levels that focus on enhancing the participation of both young and women in development.

3. Comparative advantage

The project will draw from the extensive experience on entrepreneurship, enterprise development and policy aspects that the ILO has established in Kenya. The project will also establish a youth employment project steering committee comprising of the ILO constituents to support in the planning, implementation and monitoring of the project outputs to cascade the lessons and policy related initiatives into national frameworks.

4. Partners and beneficiaries

Beneficiaries: Young women and men.

Partners: The ILO tripartite partners; relevant civil society organizations; NGOs; Youth serving organizations; Microfinance and business development service providers; Joint Programme GEWE.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Placing youth employment at the centre of Libyan recovery process
Location:	Libya
Duration:	3 years
Lead Office:	ILO decent work team in Cairo
Budget:	US\$ 3,900,000

1. Background and justification

Decent work deficits that had been accumulating for decades were central to the popular aspirations that spurred the 2011 conflict in Libya and a profound political transformation. Most independent estimates place youth unemployment rates at between 30 and 40 per cent of the active youth population. Only about a third of working age women participates in the labour force (EEB 2011; HDI 2011). With more than 50 per cent of the population aged under 20, these tensions in the labour market are destined to intensify if no resolute action is taken. About 50% of the formal workforce was employed by a public sector that contributed to only 9% of the GDP, a clear measure of the use of the public payroll as “welfare employment” and of low productivity jobs. The informal economy has been estimated to account for 30-40% of the Libyan GDP (AfDB 2011; AfDB & al 2011; NES 2006). All of the above challenges were further intensified by the 2011 conflict. Physical destruction of housing, public infrastructures, and business assets was extensive in specific areas of the country, including in its central and western coastal areas. Disruption on the economic apparatus was much more generalized. According to IMF estimates, the conflict will have cost the Libyan real GDP to contract by some 50% in 2011, while return to growth in 2012 is mostly due to the resumption of oil production. Many among the wealthier Libyans have fled the country; most have not yet made it back. Human capital was also drained out of the country: prior to the conflict, 1.5 to 2 million migrant workers constituted most of the manual labour force, holding several qualified and highly qualified positions. Most of these persons left and returns have been slow.

Libya is at a historical crossroads, and a window of opportunity has opened to build the foundations of a political, social and economic society that places decent work in the centre stage, while addressing critical stabilization and recovery challenges. Reconstructing its economic system, social compact, and governance framework are enormous tasks for the country. The new political authorities in the country have made their requests clear to the international community: they do not need capital but do require technical assistance to allow them to ensure a more rapid stabilization, recovery and transition. ILO is proactively engaged with its constituents, including emerging workers and employers’ organizations in continuous dialogue, and is taking part in UN early assessments and planning cycles.

2. Project strategy

The authorities in Libya called on the UN to rapidly move from humanitarian to recovery and reconstruction interventions, and focus on technical assistance. The proposal’s development objective is to place decent work at the heart of Libya’s national recovery and transition agenda while providing some short term support for immediate employment creation and strengthening of labour market institutions.

Immediate objective 1: Libya's youth are made central to post-conflict recovery (short term).

Related outputs:

- Facilitation of participatory local economic recovery in areas most affected by the conflict (Benghazi, Misrata) by: (i) supporting SMEs and social economy organizations in recovering lost assets and facilitating business resumption; (ii) implementing employment programmes (e.g. labour based public works) to provide immediate jobs and income opportunities to most vulnerable youth; (iii) fast tracking modular vocational training services “Skills for recovery” and employment services; (iv) implement reintegration programmes benefiting militia members, demobilized soldiers, and conflict-affected groups (persons with disabilities, widows, victims of post-traumatic disorders);
- Promotion of cultural transformation towards ethics of social participation and respect for fundamental principles and rights at work through: (i) public awareness-raising campaigns, (ii) strengthening of the capacity of workers and employers organizations to integrate youths and their aspirations and, (iii) strengthening the capacity of other civil society associations and groups (technically and with seed funding) in the areas of socio-economic participation and fundamental principles and rights at work.

Immediate objective 2: Decent work and youth employment are made central to Libya's transition policies (long term).

Related outputs:

- Organization of youth into groups and associations and capacitated to contribute to national social dialogue processes;
- Development of local capacities, development and approval of key policies for labour market governance through tripartite dialogue inclusive of youth aspiration;
- Establishment and operationalization of a “High-level Employment Committee” able to provide technical policy advice on maximizing the youth employment impact of potential economic reforms (before adoption). Youth representation and voice will be warranted in the committee;
- Provision of legal support to translate into national legislation and regulatory measures the core international labour conventions (already ratified by Libya);
- Establishment of representative social dialogue platforms prior capacitation of tripartite constituents to foster consensus-building and the identification of collaborative solutions to socio-economic reforms.

3. Comparative advantage

The ILO is the lead UN agency supporting Governments, social partners, and the wider civil society, in addressing youth employment challenges. Given its tripartite constituency, it is ideally placed to facilitate the broad dialogue required to shape national, sectoral and local consensus in the fundamental socio-economic issues that Libya is facing. It has developed a particular institutional

capacity to deal with post-conflict contexts, and has been heavily involved in other contexts bearing resemblance with contemporary Libya, in particular post-2003 Iraq, where ILO managed a portfolio of over US\$ 20M and co-led with UNDP the economic reforms sector of the UN Country Team. The Decent Work Team for North Africa, that will be responsible for this proposed programme, sits in nearby Cairo and will be able to adequately backstop technically and managerially the work of the programme team. The ILO has already engaged in constructive dialogue with social partners in Libya as well as with key international stakeholders, including the UN's resident coordinator and UNDP.

4. Partners and beneficiaries

Beneficiaries: Young women and men.

Partners: relevant Ministries, representatives of the Governorates and the Workers' and Employers' organizations. Carefully selected and balanced youth employment organizations and associations will be part of the committee as observers.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	National re-building and peace-building through youth employment (Reconstruction nationale et consolidation de la paix par l'emploi des jeunes)
Location:	Madagascar
Duration:	2 years
Lead Office:	ILO country office in Antananarivo
Budget:	US\$ 1,000,000

1. Background and justification

Madagascar is highly affected by the worldwide youth employment crisis. The assessment of the impact on employment of the global financial crisis and of the internal political crisis reveals a deterioration of the national situation. It also shows that young people suffer more than adults, which confirms their greater vulnerability: 336,000 jobs lost, 90 per cent are vulnerable jobs, 91 per cent of formal firms affected, 51 per cent decrease of foreign direct investment, 11 per cent decline in per capita income between 2008 and 2010.

Unemployment and underemployment of youth and women have a highly social and economic cost in terms of economic growth lost at the expense of infrastructure investment and public services, increased social spending, and misuse of education and training investment.

The process of peace-building, decision-making and socio-economic development of the country needs the help of young people that should contribute to social dialogue in the country. The challenge today is to engage the Malagasy youth that are strongly destabilized and impoverished as active actors for local development and by so doing provide a vehicle for peace and social justice.

2. Project strategy

The development objective of this proposal is to contribute to peace and social justice in Madagascar through the development and improvement of youth employment.

Immediate objective 1: Young people have better access to employment services through the support to employment service institutionalization.

Related outputs:

- Tripartite constituents aware and trained on the importance of the integration of youth employment policies;
- Regional desks for the promotion of youth employment in 5 targeted regions established.

Immediate objective 2: Young women and men in selected regions have a better opportunity to become entrepreneurs.

Related outputs:

- Young people trained to be able to set up their own business projects;
- Young people have set up their SME and are able to manage them;
- Initiatives of young women and men valued and supported through the selection of the best projects in the areas of intervention;
- System projects for young people established and implemented.

Immediate objective 3: Labour supply and demand matching improved through the organization of regional employment fairs (REF).

Related outputs:

- A job fair in each selected region annually held with an emphasis on young women education;
- Young people trained in self-employment and employed in the five regions through REF.

Immediate objective 4: Youths' and youth organizations capacity in the area of citizenship and fundamental principles and rights at work strengthened.

Related outputs:

- Youth associations aware and trained on citizenship and fundamental principles and rights at work;
- Regional development plans of citizenship education and youth employment developed and validated.

3. Comparative advantage

The ILO's tripartite structure is a unique platform to promote decent work for all men and women. In addition to the line ministries, the ILO is also working with the social partners who play a key role in the implementation of the project strategy and that contributes substantively to the sustainability of the initiative.

As part of the promotion of employment and micro and small enterprises, the ILO is currently implementing different programmes and projects, including the creation of microfinance institutions for decent and sustainable jobs. In 2009 the ILO initiated the employment fair's concept in order to

stimulate the labour market with concrete results in three regions in Madagascar. The mentioned experience and institutional knowledge gives the organization an important comparative advantage.

4. Partners and beneficiaries

Beneficiaries: Young women and men. Two thousand young people trained, including 1,500 young people having access to paid jobs (50 per cent young men and 50 per cent young women); 2,000 youth trained on entrepreneurship and self-employment, from which 500 have created their own micro and small enterprises (50 per cent young men and 50 per cent young women).

Partners: Line ministries including the Ministry of Public Affairs, Labour and Social Laws (Ministère de le Fonction Publique, du Travail et des Lois Sociales), the Ministry of Youth and Leisure (Ministère de la Jeunesse et des Loisirs); workers' and employers' organizations.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Green jobs for youth through locally led sustainable waste management and territorial preservation initiatives.
Location:	Mauritania
Duration:	3 years
Lead Office:	ILO decent work team in Dakar
Budget:	US\$ 3,400,000

1. Background and justification

The linkage between environmental problems and development is undeniable. Degradation of the environment, natural resource depletion, pollution and the adverse effects of climate change are a consequence of the development model. In arid and semi-arid Sahel, such as Mauritania, there is an extreme vulnerability to both climatic and environmental conditions and the lack of reliable collective systems of sanitation and waste treatment and collection is one of the country's biggest environmental challenges (UNDP). Today, in Mauritania, waste management and collection is particularly challenging. Only 30% of the solid waste is collected in urban areas (and 5% in rural ones) and only 8% of municipal solid waste is recycled, while 55% of the same is discharged without any control and only 37.5% are deposited in landfills. In addition, it can be argued that the high propensity to migration does not incentivize youth to care for the territory and the environment.

Within this context, unemployment and underemployment of young people remains a challenge. While the general unemployment rate is 35% in urban areas, for the 15 to 24 years old, this rate reached 50.8% for boys and 69% girls according to the latest data available.

The study "Analysis of the potential of green jobs in the Mauritanian basin migration" (ILO, 2013) identifies waste management as one of the growth sectors of green job creation in the country. It is estimated that we could create nearly 20,000 jobs in the recovery of plastic waste, aluminium and iron.

Taking into account the above presented challenges and opportunities, the programme proposes to address the youth employment and the environmental protection problem by enhancing employment opportunities in the waste management sector.

2. Project strategy

The programme proposes an integrated solution directly tackling interlinked issues (informality, absence of decent and stable employment opportunities, chaotic urbanization, health and environmental hazards, weak performance of waste collection and treatment services) to support local economic development through the creation of green jobs opportunities for youth linked to waste management and territory restoration, targeting areas most at risk of migration.

It has been jointly elaborated by ILO, UNCDF and UN Habitat, under ILO coordination, and will target the cities of Nouakchott (Nouakchott Wilaya), Nouadhibou (Wilaya de Nouadhibou) and

Rosso (Wilaya Trarza). Such areas were selected because of their job creation potential, of the weight of youth unemployment and of the presence of organizations involved in neighborhood development (notably engaging young women). The choice of specific areas will be based on consultation with local stakeholders.

Through the programme implementation, two main immediate objectives are envisaged:

Immediate objective 1: Improved effectiveness and efficiency of institutions responsible for coordination and financing of local economic development by capacitating them to include green jobs strategies in their local economic development plans.

Related outputs:

- A new coordination framework for waste management at the local level;
- A new financing framework for local economic development;
- Capacitation of public and private sector at the local level to finance and raise funds for environmentally oriented business initiatives;
- Local economic development plans integrating environmental concerns and waste management.

Immediate objective 2: At risk of migration youth are empowered and capacitated to create green jobs in the field of waste management through the strengthening of their skills and access to financial resources.

Related outputs:

- Skills and entrepreneurship training for youth directly linked with management and recycling of waste trades, according to local needs;
- Pilot programmes of labour based waste management benefitting youth and migrants;
- Market based financing for community-based waste management business.

3. Comparative advantage

Experience and lessons learned in similar programmes by ILO and partner organizations (UNCDF and UN Habitat) have been tapped into and translated in specifically designed outputs and activities. Local stakeholders have already been consulted and a strategy for involving and capacitating them is defined.

The capacity and areas of interventions of the three UN agencies are complementary and suitably fits the interventions proposed fostering the mutual collaboration and the interventions under the ONE UN label. In addition, ILO and partner organizations extensive collaboration with national authorities will facilitate the linkages between local initiatives and national ones effectively facilitating the adoption of locally sustainable mechanisms, replicable at the end of the programme.

ILO, in addition to a vast series of activities in the employment promotion area has a long standing experience in supporting and capacitating local communities to develop and implement economic development plans, promoting local development through a bottom up approach. In addition ILO has encouraged the creation of green jobs in the various programmes implemented in the country since 2010 and the proposed programme will establish close synergies with other ILO programmes in order to build on lessons and avoid duplication.

4. Partners and beneficiaries

Beneficiaries: Young women and men in Mauritania.

Partners: ILO Social partners, including the Ministry of the Interior, the Ministry of Employment Integration and Vocational and the Ministry of Environment and Sustainable Development; the Directorate of Environmental Pollution and Emergency Management and Programming. Locally, the main actors will be the urban communities of Nouakchott, Nouadhibou, and Rosso and youth organizations. In addition, Government institutions responsible for environment, waste management, territory management, labour and migration, local economic development associations and organizations and NGOs active in the area will be fully involved.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Creation of decent jobs for young women and men in Mozambique
Location:	Mozambique
Duration:	3 years
Lead Office:	ILO office in Lusaka
Budget:	US\$ 3,500,000

1. Background and justification

In Mozambique, 47 per cent of the population are young people aged less than 15 years of age and 34.4 per cent between the ages 15 to 35. According to the Household Budget Survey (HBS), the total female population living below the poverty line is 57.8 per cent and that of men is 53.9 per cent (Jones and Tarp, 2012). Furthermore, young people are particularly vulnerable to unemployment and under-employment¹⁵ with a cohort of working age individuals entering the job market at an increasing rate from 300,000 to 500,000 each year. But the economy's inability to create sufficient numbers of jobs in the formal economy has created a rapid growth in the informal economy. Unfortunately, most of the young women and men lack the needed vocational, technical and entrepreneurship skills and the experience required in entering the job market. The problem is further compounded by the fact that the quality of education and training does not match the labour market demand and requirements.

In response to these challenges the Government of Mozambique and its social partners have placed employment, especially for youth and women, as a top priority. As part of the United Nations Development Assistance Framework (UNDAF) and the ILO Decent Work Country Programme (DWCP) in Mozambique, the project will aim at promoting decent employment creation for young women and men.

2. Project strategy

The project will contribute to efforts of the Government of Mozambique and its social partners on poverty alleviation through the creation of decent work opportunities for young women and men in Mozambique. This will be achieved through the support of economic and social systemic interventions at Meta, Macro and Micro levels. The project is structured around the following immediate objectives:

Immediate objective 1: Increase awareness on international labour standards, young worker's rights, and working conditions to young people.

Related outputs:

¹⁵ INE 2005/6 Labor Force Survey, INEFP/ILO/ESSOR/UEM 2006: Socio-Economic Integration of Mozambican youth into the Urban Labour Market: The case of Maputo, p.7.

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- Awareness raising strategy developed and implemented to inform young men and women of their rights in workplace and international labour standards;
 - Young women and men have increased access to information on best practices from young entrepreneurs.

Immediate objective 2: Capacity building for government, employers and workers to integrate youth employment dimensions into national policies, programmes and plans.

Related outputs:

- Labour Market Observatory developed to provide reliable, consistent, timely and comprehensive data on youth employment and labour market trends to shape national policies, programmes and plans;
- YE integrated and prioritized into national policies, programmes and plans;
- Strengthened interaction/interface between the labour market demand and supply (through education system and employers).

Immediate objective 3: Increase the employability of young people through internship/apprenticeship regulations.

Related outputs:

- Institutional capacity of the National Employment and Professional Training Institute and social partners, enhanced to manage and implement internship/apprenticeship regulations and programmes;
- Internship/Apprenticeship Fund in place benefiting young women and men;
- Increased knowledge among SME owner-managers and their employees about the existence and potential benefits of the new regulatory (fiscal) incentives.

Immediate objective 4: Increase access to integrated packages on entrepreneurship, to include entrepreneurship education and training, mentorships and access to finance, markets and other services by young women and men.

Related outputs:

- Strengthened capacity of Business Development Services organizations to provide support service to young women and men entrepreneurs;
- Functional business skills training services tailored towards the needs of emerging young entrepreneurs;
- Enhanced utilization of BDS services with increased access to finance for SMEs;

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- Uptake of BDS through referral schemes, business plan competitions, challenge funds, and certification for standard-compliant youth owned or managed SME's stimulated;
 - Access to finance and markets for sectoral businesses reached by registering their employees for vocational skills training.

3. Comparative advantage

The proposed project extensively draws on ILO in-house expertise in the field of promoting decent work for youth. The project will capitalize on the lessons learned from all the interventions recently implemented in Mozambique for the creation of decent jobs and income opportunities, such as the Youth Employment promotion project, the ILO Job Quality project, the UN Joint Programme on Youth Employment, co-led by the ILO in collaboration with UNDP. The project will rely on the extensive range of proven ILO tools and approaches already introduced in Mozambique such as Start and Improve Your Business (SIYB), Work Improvement In Small Enterprises (WISE), Gender and Entrepreneurship Together (GET Ahead) and Women Entrepreneurship and Gender equality (WEDGE).

4. Partners and beneficiaries

Beneficiaries: Young women and men in Mozambique.

Partners: ILO constituents (Government, Workers and Employers' organizations); Youth organizations; SME and BDS organizations; UNWOMEN; UNIDO; UNDP.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promotion of decent work for young working poor in the artisanal sector
Location:	Senegal
Duration:	3 years
Lead Office:	ILO decent work team in Dakar
Budget:	US\$ 2,200,000

1. Background and justification

Unemployment and underemployment in Senegal are a serious concern in both urban and rural areas and affect young people more than adults, regardless of sex. According to the latest 2011 data the unemployment rate is 10.2% (7.7% among men and 13.3% women), virtually unchanged compared to 2005 (10.0%). Such low figure hides a relatively high underemployment rate. In rural areas, the workforce features a high rate of illiteracy and under-employment while being exposed to environmental hazards (droughts and flooding) while enjoying no social protection. The marked exodus to the cities of young people (women in particular) is a clear sign of lack of productive and decent employment. In urban areas, we are assisting at the expansion of the limitedly productive but more flexible informal economy (employment in the informal economy represents more than 60% of non-agricultural employment), mostly responding to the needs of under qualified youth and women. Overall, holding a degree qualification does not seem to guarantee access to the labor market (those holding a secondary or tertiary education degree are more vulnerable to unemployment, 20% on average)

Within this context, there is a consistent share of young people who often opts for artisanal/craftsmen training based on formal or informal apprenticeships. Once the training is completed, despite the qualification, the quality of the acquired competences proves to be an issue. Weak competences of the master craftsmen and under-equipped workshops often result in serious knowledge gaps hindering young people when attempting to access the labour market, even if informally, as salaried workers or as own account ones.

2. Project strategy

The development objective of the proposal is to warrant young people working in the informal artisanal sector access to decent job opportunities by increasing their productivity and competitiveness. None of the many initiatives in Senegal in recent years have targeted low-skilled young people already working in the informal artisanal sector.

The project will seek and encourage synergies with the several initiatives to promote youth employment currently on going in the country, both public and private, to achieve maximum complementarity and coherence. The project is structured around the following four immediate objectives:

Immediate objective 1: The access to decent work for young people is boosted through solidarity based interventions and the development of the entrepreneurial initiatives.

Related outputs:

- A profiling system enabling supporting institutions to target support measures;
- Capacity building for small craftsmen entrepreneurs in rural areas;
- Training in management and occupational health and safety for 1000 self-employed youth;
- Training and support for 2000 apprentices in enterprise creation;
- Development of new modules on entrepreneurship, financial education and niche markets, including green jobs to be taught and dispatched by collaborating institution;
- Renewal of the “Construction” teaching kit by the Craft Training Centre (CFA) and the Centers for Vocational and Technical Training (CFPT) incorporating issues of decent work, gender equality and productivity.

Immediate objective 2: The capacities of public and private business support institutions to support young entrepreneurs are strengthened.

Related outputs:

- Support for existing public business support services to coordinate and systematize the interventions and upgrade the services provided;
- Capacity building and financial support for the “Direction de l’Artisanat”, the “Direction de l’entreprenariat feminine” and the “Chambres de metiers”;
- Development of financial products tailored to the needs of small young entrepreneurs.

Immediate objective 3: Access to public procurement for young people is facilitated.

Related outputs:

- Commitment by authorities to facilitate access to public procurement;
- Financial incentives to facilitate formalization and modernization of companies;
- Innovations and changes resulting from the reform of the General Tax Code.

Immediate objective 4: Young people are capable to develop business models contributing to the preservation of the environment and the creation of green jobs.

Related outputs:

- Introduction of innovative practices based on products / processes of high energy efficiency in companies active in the agro processing/ food sector;

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- Adoption of job intensive approaches in the implementation of public works projects at the local level;
 - Training of young entrepreneurs in recycling renewable energy and waste processing methodologies.

3. Comparative advantage

The longstanding experience of the ILO in the promotion of informal artisanal sector coupled with the experience in supporting cooperatives, the availability of own tools for business training (SIYB, GET AHEAD, Manuel financial education, etc..) and for improving working conditions and productivity in small Enterprises (WISE, SCORE) makes the agency an ideal implementing partner.

4. Partners and beneficiaries

The beneficiaries of the project will be (I) existing structures supporting enterprises and the private sector and (II) young self-employed women and men who have already accumulated 2 to 5 years of experience working in the informal sectors but active in sectors identified as most potentially rentable in a recent study by the Directorate of Private Sector Support (e.g. manufacturing/repair equipment and agricultural machinery; processing of agricultural products, innovative businesses in the construction sector, recycling).

National partners include the Ministry of Employment and Youth, the Minister of Artisanal Work, the Minister of women's Entrepreneurship. Implementing partners include Enda Tiers Monde, the association PROMECABILE, and ILO social partners.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment through natural resource management in Puntland
Location:	Puntland, Somalia
Duration:	1,5 years
Lead Office:	ILO country office in Addis Ababa
Budget:	US\$ 3,000,000

1. Background and justification

Unemployment and poverty are major problems throughout Somalia and Puntland remains critically vulnerable to these factors. Ordinary coping mechanisms are no longer viable in many instances and newer, more damaging and unsustainable practices are becoming the norm; criminality with piracy has continued to attract those youth who have become disenchanted with society. Piracy garners most international focus, but criminality has also seen further environmental degradation as gangs have forced people to produce charcoal. Such uncontrolled and unmanaged production has undermined the coping mechanisms stressed communities have used to counter extreme poverty. These activities have led to further environmental degradation and hardship, posing serious environmental and societal problems to the already impoverished region.

These practices, and on-going and projected climatic changes, are having a damaging effect on Puntland's already limited ability to cope with frequent and severe man-made and natural disasters. The human capacity and labour potential of Puntland's youth are not being fulfilled, with the majority feeling marginalized as a result of being unable to find productive work. Combined with the challenging environmental and economic situation, the potential of Puntland's productive sectors, livestock, agriculture and fisheries, will be reduced further. Sadly, with deforestation, soil erosion and drought recurring ever more frequently, livelihoods from these sectors become ever more unprofitable and unpredictable, leading to further poverty and greater likelihood of young people engaging in illegitimate activities or open conflict in order to survive.

Ultimately, the main way to address the problem of youth becoming engaged in crime is to offer them a better way of life through legitimate, sustainable, employment opportunities. This project proposes to reduce the number of unemployed and vulnerable youth by providing decent, productive, and legitimate, livelihoods in the short and medium term. This will be done through employment intensive projects rehabilitating natural resources and providing technical and managerial skills development to boost enterprise development and business skills. Work will be undertaken to continue development of the business enabling environment and improve the ease of starting an enterprise. The project will also link to wider structures, both locally and within the Puntland Government to ensure the management of natural resources. Further work will ensure youth and women have a greater voice in these developments and that the enterprises work in a sustainable manner, offering further benefits to the community.

2. Project strategy

The overall objective of the proposed project is to increase and improve employment opportunities in the short-term through improving the condition of natural resources/rehabilitating natural resource mechanisms and improving enterprise and self-employment opportunities and community development to increase incomes linked to the sustainable management of improved resources, community funds and equitable access to these resources.

Immediate objective 1: Employment opportunities created for youth in natural resource management projects.

Related outputs:

- 80,000 worker days created;
- 3,000 jobs created;
- Injection of wages equaling US\$ 480,000 into the local economy;
- Rehabilitation of 245 hectares of degraded land brought back to sustainable use;
- Onsite training of 3,000 youths in relevant skills for enterprise development.

Immediate objective 2: Youth start-up their enterprises.

Related outputs:

- 100 youth cooperatives established and supported through an enterprise challenge fund
- Skills and knowledge of youth enhanced through entrepreneurship training, work placements and mentorship
- Improved capacities of business development service providers to support youth entrepreneurs

Immediate objective 3: Innovative community-based social protection measures developed.

Related outputs:

- Community-based social protection fund developed;
- Communities trained in management of the fund;
- Communities able to access fund for emergencies, e.g. medical bills.

Immediate objective 4: Management of Natural Resources geared towards youth employment.

Related outputs:

- Youth aware of natural resource depletion issues;
- Communities, local and central government trained on NRM planning and management;
- District-level NRM plans developed and priorities interventions implemented;
- Puntland Administration able to support youth cooperatives to maintain reclaimed lands;
- Policy on natural resource management enacted through youth, community and local government actors.

3. Comparative advantage

ILO's comparative advantage stems from its experience in Somalia, regionally and globally in working on employment creation; especially through employment-intensive approaches. While many other agencies are on the ground and many do cash-for-work programmes, they do not have the technical expertise or experience as compared to the ILO with regard to ensuring governance aspects of Decent Work are taken forward. The tripartite stance and ability to work with government, private sector and workers' organizations further enhances ILO's comparative advantage in such a comprehensive piece of employment and NRM programming. Such an approach increases the sustainability of any shorter term interventions as local accountability is enhanced and key stakeholders look beyond immediate employment to the employment-led economic development aspects for further job creation and further enhancing young people's employability through relevant skills development.

4. Partners and beneficiaries

Beneficiaries: Working with local authorities and relevant government institutions, the ILO will support selected communities. Small businesses and community based organizations, with the emphasis on women and youth, will be positively favoured in being part of implementation.

Partners will include ILO social partners in Chad.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Enhancing youth employment through strengthening cooperatives and economic associations for inclusive growth in South Sudan
Location:	South Sudan
Duration:	3,5 years
Lead Office:	ILO decent work team in Cairo
Budget:	US\$ 3,900,000

1. Background and justification

The youngest nation in the world, the Republic of South Sudan came into being on the 9th July 2011, thus ceasing to be part of the Republic of Sudan with which it had engaged in two lengthy wars leaving in their wake millions of people dead, wounded, maimed diseased or displaced. Although the country is endowed with an abundance of natural resources –arable land, minerals, water, marine resources, livestock, and forest products - it still remains poverty stricken, a stark reminder of the effect of war. Over 50 per cent of the population lives below the poverty line, much of it afflicted with hunger and disease.

Young people lack opportunities for employment partly because of the low educational attainment, partly because of the weak labour demand. Young returnees typically lack skills and cannot find their roots to anchor their lives on. Even graduates of higher education cannot be absorbed by already oversized public institutions or a stunted private sector. Within this context, cooperative development is seen as one of the key pillars of employment promotion for the young labour force of South Sudan. As the country rebuilds itself from decades of conflict, there is evidence that cooperative development is a key instrument for inclusive growth in a largely agricultural economy.¹⁶

The Government of the Republic of South Sudan (GRSS) is therefore making a concerted effort to rebuild the once vibrant cooperative movement with new vigour and firm resolve. A national Directorate of Cooperatives has been created in the Ministry of Agriculture, Forestry, Cooperatives and Rural Development to regulate and promote cooperatives through policy, legislation, registration, advisory services, audit and supervision, education, training and information and settlement of disputes.

2. Project strategy

The development objective of this proposal is to stimulate the creation and the sustainability of cooperatives and other forms of economic association in South Sudan, thus creating job opportunities for youth.

¹⁶ Survey on the Situation of Rural Development and Agricultural Extension in Ten States of Southern Sudan, Japan International Development Agency and South Sudan, July 2011.

The implementation strategy of the programme is directly aligned and instrumental to the new Cooperative Societies Act, enacted in July 2011 and the National Strategy for Cooperative Development in South Sudan, launched in May 2012. Given the current structure of the labour market and the short to medium term economic opportunities, this work will involve primarily the development of agricultural cooperatives and economic associations. Some urban cooperatives (crafts, construction works, finance, workplace cooperatives) will also be targeted. As the core objective of this programme is to promote youth employment in South Sudan, mobilization and organization of young people in rural areas integrating them in the cooperative support activities and warranting them skills training and leadership positions will be given paramount importance. Specific efforts will be made to avail young women the opportunities to take leadership positions and exercise their rights to act with other members in controlling those associations and enjoy the benefits.

The immediate objectives of the programme are the following:

Immediate objective 1: Effective and fully fledged cooperative policies are policies and regulation are drafted and approved at the National, State and County Level.

Related outputs:

- Development of simplified versions of the policies, law, regulations and bylaws mainstreaming youth and gender issues. Where appropriate, such legal instruments will also be translated into the main local languages;
- Capacity building for relevant institutional members to enable them to actively participate in the revision of the policies and regulation strengthening and coordination In all the above mentioned activities, youth and gender will be mainstreamed.

Immediate objective 2: Existing rural cooperatives, member controlled economic associations and NGOs, informal economic groups (notably those run by youth) increase their viability and competitiveness and guarantee better working conditions to their young members.

Related outputs:

- Awareness raising campaigns;
- Social mobilization and organization of groups and associations;
- Tailor-made education and training of group members and leaders to achieve the necessary organizational, management, entrepreneurial and production competencies;
- Setting up business and agricultural development services supporting clusters of associations and other economic groups. Such support services will aim, among others at expanding access to member-controlled financial services (micro finance or Warehouse Receipt System, following the example of successful African countries like Tanzania and Uganda) and at developing value chains (in agriculture, livestock and fisheries);
- Provision of guidance and advisory services in the introduction of school cooperatives in South Sudan.

Immediate objective 3: Cooperatives benefit from a permanent business support institution.

Related output:

- Set up of a permanent facility where information, education and training programmes and material can be designed, implemented and distributed.

3. Comparative advantage

ILO's latest regional programme was the Cooperative Facility for Africa (COOPAfrica) that ran from 2007 to 2012 in Eastern and Southern Africa. This programme provided a broad range of successful support activities on: cooperative policy and law reforms; education, training, and business development services; capacity building of national cooperative structures and institutions – such as national federations, training colleges and various other cooperative support institutions; direct financial support to cooperative societies and cooperative organization projects at national and sub-national levels; promoting young women's participation in cooperatives and other member-controlled economic associations activities; HIV/AIDS prevention; value chain development; promoting food security through agricultural cooperatives; and supporting innovative projects. The Programme supported more than four thousand cooperatives and helped to generate employment for thousands of people, thus improving livelihoods and contributing to poverty reduction and decent work. Youth participation in leadership roles was promoted throughout.

ILO works with networks of highly competent cooperative and business development experts from around the world.

4. Partners and beneficiaries

Beneficiaries: Young South Sudanese women and men.

Partners: The programme will coordinate with a number of other development partners active in areas very close to the one in cause, for instance, FAO, and the relevant Ministry directorates – e.g. Agriculture, Forestry, Livestock and Fisheries in the area of agriculture development. It will also work closely with Government ministries, such as the Ministries of Agriculture, Forestry, Cooperatives and Rural Development; Animal Resources and Fisheries; Culture, Youth and Sports; Labour, Public Service and Human Resource Development; Commerce, Industry and Investment; and General Education and Instruction. Close consultations with various other programmes focusing on youth employment and development will also be warranted.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Learn and earn programme
Location:	United Republic of Tanzania
Duration:	4 years
Lead Office:	ILO country office in Dar es Salaam
Budget:	US\$ 4,400,000

1. Background and justification

An impressive GDP growth rate in Tanzania during the past ten years has not fully translated into a significant change in the incidence of income poverty. Out of every 100 Tanzanians, 36 were poor in 2000-01 compared to 34 in 2007. Employment opportunities in Tanzania seem to have improved over the period 1990 to 2006, as witnessed by an increase in the employment-to-population ratio from 78 per cent to 80.7 per cent. The unemployment rate declined marginally from 13 per cent to 11.7 per cent during the same period. The working poverty rate also saw a minor fall from 32.5 per cent to 30.7 per cent during the period. Despite such achievements, few issues need to be addressed, notably concerning gender and age related differences in labour market performance.

To start with, gender imbalances remain a challenge in education, particularly in secondary and post-secondary school levels. Even though enrolment rates of girls in secondary schools are similar to that of boys, the drop-out rates are much higher for girls. The low participation rate of women in tertiary education deprives them from accessing decent jobs as well as from participating in decision making processes. Next, the differentials in the unemployment rates between men and women indicate that women are significantly worse off (the women unemployment rate in 2006 was more than twice that of males (6.2 per cent compared to 3 per cent)). Such difference is confirmed amongst the youth. While the youth unemployment rates have remained stable at just under 9 per cent between 2000 and 2006, the unemployment rate for young women was higher than that of young men: 10.1 per cent compared to 7.4 per cent respectively.

A worrying element affecting youth is the increase in underemployment, particularly in the rural areas, and the informality of jobs, an urban phenomenon, which may explain the mismatch between high growth rate and marginal cuts in poverty rates. Moreover, the country still lacks a supporting and enabling institutional and policy environment that could constitute an essential element to promote skills development and employment creation opportunities for young people, particularly young women, given the vulnerabilities that they are exposed to. Accordingly, there is an urgent need to strengthen the capacity of labour market institutions, as well as to improve training and skills provision and access of young people to financial and business development services. It is estimated that approximately 800,000 young people annually enter the labour force. Most are ill-equipped with skills that are not responsive to the labour market demand.

2. Project strategy

The proposal's development objective is to warrant young people access to decent job opportunities by increasing their capacity to learn, earn and save and by boosting their levels of self-confidence, in

order to promoting them as agents of socio-economic change. The proposal is structured around the following immediate objectives.

Immediate objective 1: National institutions are capacitated to design and implement policies warranting youth employment creation with a gender focus.

Related outputs:

- Gender-sensitive National Youth Employment Action Plan (NYEAP) reviewed/formulated and implemented;
- Inter-institutional coordination structures for youth employment supported at national and regional level;
- Capacity of labour market institutions strengthened to develop and implement coherent youth employment interventions;
- Profiling system put in place to identify young women and men most likely to be disadvantaged in the labour market.

Immediate objective 2: Young women and men improve their labour market performance thanks to the education, vocational and life-skills training offered to them.

Related outputs:

- Skills training for wage employment for young women and men designed based on the results from the profiling exercise and the SWTW survey;
- Leadership and mentoring programmes created and sustained;
- Promotion of role models/mentors undertaken and sustained to help form positive attitudes and confidence of young women and men;
- Young women and men participated in informal apprenticeships in selected trades.

Immediate objective 3: Capacity of young women and men to earn and save enhanced.

Related outputs:

- Young women's and men's access to Business Development Services increased to create new and expand existing businesses including cooperatives and groups;
- Young women's and men's access to finance with which to develop new and expand existing businesses, including cooperative groups increased;
- Production/growth centres established for young women and men to acquire skills and engage in value-addition of specific commodities through agro-processing.

3. Comparative advantage

The programme will draw extensively on experience from entrepreneurship and enterprise development (including cooperatives) programmes and policy support that the ILO has implemented in Tanzania. The Unleashing African Entrepreneurship initiative implemented by the Youth Entrepreneurship Facility (YEF) and the Women's Entrepreneurship Development and Economic Empowerment (WEDEE) are two programmes with which the proposed programme will partner closely. To be noted that under the auspices of the United Nations Development Assistance Plan (UNDAP), the ILO is already working to mainstream employment and skills development into national plans, policies and programmes.

4. Beneficiaries and partners

Beneficiaries: Young people, particularly those that are formally unemployed contributing family members; unemployed and engaged in sporadic and seasonal job; and potential and emerging entrepreneurs. The proposal targets 20,000 young women and men, including those living with disabilities and with HIV and AIDS, who are aged 20 to 29 and living in rural areas.

Programme partners will include key government ministries, such as labour and employment; youth; agriculture and cooperatives; vocational education and training; tourism; and enterprise development. Providers of Business Development Services and financial services, such as Small Industries Development Organization (SIDO), PRIDE Tanzania and Tanzania Women's Bank will partner with the programme to develop packages that are tailor-made for young women. Other partners will be employers' organizations, trade unions, women entrepreneurship associations and social economy organizations, youth NGOs and CSOs.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Programme to support rural employment of young people
Location:	Togo
Duration:	4 years
Lead Office:	ILO decent work team in Dakar
Budget:	US\$ 4,300,000

1. Background and justification

Since the start of the 1990s, Togo experienced a decade of political crisis causing a massive reduction in foreign aid and severely hampering development. The crisis-led absence of economic growth exacerbated youth unemployment, underemployment and poverty, notably in rural regions. In 2006, according to the results of the CWIQ survey on the profile of poverty in Togo, nearly 62 per cent of the Togolese population lived below the poverty line. However, poverty was (and is) predominantly a rural phenomenon. The incidence of rural poverty is 74.3 per cent, 79.9 per cent of the total poor population while 83 per cent of the agricultural workforce is under 40 years of age. . In addition to such dismal scenario, poor weather conditions in recent years (the drought of 2005 and the floods of 2009) have plunged some rural regions in an emergency and helped remove the prospects of better living conditions for rural youth.

According to the CWIQ survey, the rate of full-time employment in Togo is said to be 73 per cent, against 27 per cent for underemployment and 6.6 per cent for unemployment. Unemployment is higher for youth (15-29 years) than for adults and is higher in urban areas (22.5 per cent for youth) although the majority of the labour force (64.1 per cent) resides in rural areas. However, it is to be noted that the rate of youth underemployment is the highest in rural areas (21.7 per cent versus 16.1 per cent in urban areas). Main causes of the poor labour market performance of youth, as indicated by a 2008 survey are the low-level of education, and the lack of experience and professional qualification especially for tertiary educated youth. It is also worth noting the existence of a population segment made up of unskilled drop-outs that help their parents in farm and domestic work and in other income-generating activities. However, beyond the weak profiles of youth themselves, the poor labour market performance of rural youth is to also to be attributed to the low literacy and training rate of producers, which contributes to low labour productivity. In addition, the low operational capacity of agricultural services results in a situation whereby only 25 per cent of farms receive advisory support. The above contributes largely to the low adoption of technical innovations and to the fact that farm laborers do not receive technical training.

2. Project strategy

The proposal's development objective is to improve young people's access to better jobs, especially young un and under employed rural, small farmers and artisans by providing an integrated portfolio of services and goods: labour market information, entrepreneurship support, access to finance support, infrastructure and access to representative organizations.

The age bracket concerned ranges from 15 to 29 years, the most vulnerable bracket according to labour market figures. The latter clearly show that unemployment and underemployment are highest

for this age bracket. The consideration of youth up to 29 year old is based on the decade-long crisis the country witnessed, which affected educational enrolment for a larger share of the population. The programme in the initial pilot phase will cover the areas that are the poorest as it is indicated in the latest PRSP. The targeting of beneficiary groups in support of the proposal will proceed according to criteria including land availability, age and sex. The proposal is structured around the following immediate objectives.

Immediate objective 1: The capacity of the labour market institutions to provide information and support on employment opportunities for rural young men and women is strengthened.

Related output:

- Employment services will realize assessment of rural occupations and job profiles (in partnership with the IMF, youth organizations and farm organizations) to be based on the Employment Potentialities Map Survey in the prefectures and sub-prefectures.

Immediate objective 2: At least 13 000 young men and women with innovative programmes in rural areas receive adequate support for transforming ideas into viable businesses.

Related outputs:

- Extensive series of training delivered to selected beneficiaries. The trainings will concern: farming techniques, rural crafts and culture of savings, coaching and mentoring for future entrepreneurs;
- Trainings in non-agricultural jobs in support of agriculture (instrumental job creation);
- Construction of selected community infrastructure (feeder roads,...) to be realized through as hoc partnership agreements.

Immediate objective 3: Financial inclusion of rural youth for the promotion of sustainable, productive, creative and decent jobs is promoted and realized.

Related output:

- Establishment of partnerships with financial institutions for the diversification of financial services to a more appropriate response to the needs of the rural sector, particularly youth with a promising programme. In this framework, the program will build on on-going initiatives and ILO extensive experience on social finance programmes.

Immediate objective 4: The participation of youth in agricultural organizations is strengthened.

Related outputs:

- Ad hoc conceived financial or behavioural incentives for the professional Agricultural Organizations (OPA) and the Professional Agricultural Economic Organizations (OPEA) to warrant youth participation and responsibility;
- Monitoring of management mechanisms the two organizations.

As these two organizations will play a major role as providers of services to their members, representing their interests, being anchor points for the systems of financing, the participation of young people in these structures is crucial to increase their social capital and access to market information.

3. Comparative advantage

The ILO's experience in labour market information, entrepreneurship and SME support, and social finance, notably in sub Saharan Africa, represents the background required to ensure efficient and effective implementation of the programme. The choice of the poorest rural regions will leverage experience and on-going programs led by the United Nations system while defining experiences possibly replicable elsewhere.

4. Partners and beneficiaries

Beneficiaries: Young unemployed and under-employed rural, small farmers and artisans.

Partners: ILO constituents; local communities, Village Development Committees (CVD), Regional Chambers of Agriculture (CRA) and professional organizations. In addition, the ILO will mobilise agencies of the United Nations System (UNDP, FAO, UNFPA, etc.), to support the implementation of the programme, develop synergies and explore areas for partnership (technical and financial) with a view to strengthening the programme's impact. National initiatives for the development of rural jobs exist and will be used to replicate the models that are satisfactory (e.g. the Programme APARTogo). The programme will also benefit from initiatives to make available land for the insertion of rural young people through the Planned Agricultural Development Programme (ZAAP) that includes the development of 200 hectares by region.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Decent work for Tunisian youth
Location:	Tunisia
Duration:	4 years
Lead Office:	ILO country office in Cairo
Budget:	US\$ 6,000,000 (preliminary assessment)

1. Background and justification

In Tunisia, the labour market situation of young people was at the heart of the revolution, reflecting decades of progressive degradation of the socio-economic system. The instability related to the democratic transition process in Tunisia, has further deteriorated employment prospects for young Tunisians. It is estimated that 20% of the active population is currently unemployed, this is particularly affecting young people and, among them, young women and graduates. However, unemployment is only the tip of the iceberg. In fact, even when young Tunisians manage to find a job, most of the time, it is in the informal economy. There but also in the formal sector they often suffer from poor working conditions, lack of social security, disrespect for their rights and no representation.

The mismatch between the educative system outcomes and the labour market needs are one of the main barriers faced by young men and women in entering and remaining in the labour market. At the same time the lack of job creation is another major challenge. Finally the non-functioning of labour market institutions hinders further that young people find adequate jobs.

2. Project strategy

This project will complement existing programmes tackling the Tunisian youth employment crisis and make a significant contribution in facilitating young Tunisian men and women in accessing decent work.

Immediate objective 1: Young people enter smoothly and durably in the labour market of the targeted project areas.

Related outputs:

- Socioeconomic status of the Governorate diagnosed;
- A regional action plan for youth employment prepared on the basis of the diagnosis;
- Public and private employment service providers supported to review their training offer and improve the quality of their services;

- Informal apprenticeship opportunities offered to unemployed low skilled youth;
- Entrepreneurship training provided to young people by public and private institutions;
- An entrepreneurship competition launched to give access to business start-up capital in innovative sectors. An assessment of needs for educated young people conducted;
- A territorial marketing campaign launched;
- Local employment services strengthened to meet employers and job seekers' needs;
- Training courses offered for educated young people in the areas of language, ICT skills, etc. (based on the identified needs) in cooperation with existing training institutions.

Immediate objective 2: Young people and other vulnerable groups get better access to employment as a result of improved governance of the labour market and on social security.

Related outputs:

- On-going programmes related to employment policies and social security monitored and evaluated;
- Capacity to conduct labour market surveys and analysis strengthened in Tunisia;
- Participative diagnosis on the barriers to formal entrepreneurship developed;
- Support of a national employment fund to guarantee the integration and expansion of existing measures supported;
- Social protection legislation reform, particularly in the informal sector, supported;
- The formulation of labour-intensive strategies for economic development supported.

3. Comparative advantage

The ILO is the leading UN Agency for employment in Tunisia.

The project will benefit from the significant technical capacity the ILO built in the country after the Tunisian revolution.

The project will benefit from the experience of the ILO Programme in Tunisia that has already implemented 5 projects.

This project builds on existing public structures and programmes, such as the National Employment Strategy and the forthcoming Tunisian Social Pact that were supported by the ILO.

4. Partners and beneficiaries

Beneficiaries: Young people seeking to access a decent employment (both unskilled and skilled).

Partners: Ministry of Regional Development; Ministry of Vocational Training and Employment; Ministry of Social Affairs; ILO Social Partners; Representatives of the civil society active in the labour market.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Social and economic inclusion of youth working in the informal economy in Tunisia
Location:	Tunisia
Duration:	3 years
Lead Office:	To be determined
Budget:	Estimated budget US\$ 1,500,000

1. Background and justification

In Tunisia, the labour market situation of young people was at the heart of the revolution, reflecting decades of progressive degradation of the socio-economic system. The instability related to the democratic transition process in Tunisia, has further deteriorated employment prospects for young Tunisians. Also, regional disparities become more and more of a threat for stability in the country. In this situation unemployment is only the tip of the iceberg. Especially for low skilled, the only option they are often left with is to work in the informal economy which means low incomes, often below the minimum wage, poor working conditions, lack social security, disrespect for their rights and no representation. The frustration amongst these young people is particularly high and their needs need to be taken into account if social stability is to be reached in Tunisia.

2. Project strategy

This project will complement existing programmes tackling the Tunisian youth employment crisis and make a significant contribution in facilitating young Tunisian's way out of the informal economy and into in decent work.

The ILO adopts a unique, holistic approach to informal economy and the deficit of decent work in this sector. The integrated approach addresses the four decent work deficits informal workers are generally faced with (deficit of productive work, deficits of rights, deficit of protection and deficit of dialogue) in a coherent and comprehensive manner in order to have a long-term impact and to improve the situations of workers in the informal economy and help them on their way into formality. This approach will be complemented by a social and solidarity economy perspective: Social Economy Enterprises and Organizations (SEEOs) have been identified by ILO constituents as being a possible bridge between the informal and the formal economy.

Immediate objective 1: Government, employers' and/or workers' organizations take initiatives that facilitate transition of informal activities to formality.

Related outputs:

- Analysis of the deficits in the informal economy with regard to rights, quality/productivity of jobs, dialogue, and protection;

- Capacity built of constituents regarding ways out of informality;
- Government and social partners assisted in their initiatives;
- Capacity built of social partners in organizing the informal economy;
- Initiatives aimed at reducing regulatory and administrative barriers to formalization. New approaches to regulation often called “regulatory best practices” which means striking the right balance between costs and benefits in regulatory interventions.

Immediate objective 2: Youth in the informal economy possess better means to initiate their transition from informal to formal activities.

Related outputs:

- Dialogue mechanisms for young people in the informal economy established;
- Capacity built for young people on social economy approaches to escape informality;
- Young people assisted in their ways out of informality through social economy approaches;
- Make more business services (finance, titling, infrastructure, public procurement, management support, skills enhancing, etc.) available for young people to attract informal micro and small enterprises into the formal economy.

Immediate objective 3: Develop policies to extend the national social protection coverage to cover informal economy workers and strengthen SEEOs that provide social protection services.

Related outputs:

- Legal deficits analyzed through tripartite dialogue including young people;
- Reforms of relevant legislation discussed and initiated.

3. Comparative advantage

The ILO is the leading UN Agency for employment in Tunisia.

The project will benefit from the significant technical capacity the ILO built in the country after the Tunisian revolution.

The project will benefit from the experience of the ILO Programme in Tunisia that has already started the implementation of 5 projects. It will directly continue activities initiated on the informal economy in the MDGF Spanish funded youth employment project.

This project builds on existing public structures and programmes, such as the National Employment Strategy and the Tunisian Social Pact that were supported by the ILO.

4. Partners and beneficiaries

Beneficiaries: Young people seeking to escape informality.

Partners: Ministry of Regional Development; Ministry of Vocational Training and Employment; Ministry of Social Affairs; ILO Social Partners; Representatives of the civil society active in the labour market.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promoting youth employment through career guidance and skills development
Location:	Zimbabwe
Duration:	3 years
Lead Office:	ILO country office in Harare
Budget:	US\$ 2,700,000

1. Background and justification

Despite the fact that Zimbabwe's economy recorded real growth of more than 9 per cent per year in 2010-11, before slowing to 5 per cent in 2012, an estimated 65 per cent of the country's population continue to live below the national poverty line (71 per cent in rural areas and 61 per cent in urban ones). The phenomenon of working poor is actual and worrisome. The majority of working poor, including a significant number of women and young people, have received little or no formal training often lacking the employable skills to gain decent work. Compounding the situation is the fact that they are unlikely, due to the opportunity cost and to logistic, normative and organizational issues to have opportunities to access skills training programmes.

The Government of Zimbabwe acknowledges the critical role that an educated and skilled workforce must play in ensuring the country's social and economic development and its ability to compete in global markets. To achieve these objectives, a Draft National Skills Policy has been prepared that aims to develop skills for a globally competitive workforce, while at the same time, reaching out to poor, disadvantaged and marginal groups to provide them with training to assist them in gaining employment. The target group of the policy is vulnerable youth, with an accent on young women and men from rural, semi-rural and poor urban communities. The policy will provide the basis of cooperation between government, training providers, industry and other stakeholders, and as a result will strengthen the administrative infrastructure for the delivery of demand-driven training.

The proposed programme will aim to support the implementation of the national skills policy by providing a wider spectrum of opportunities for marginalized and vulnerable youth to access education and career guidance and quality training. Extending the outreach of the existing Technical and Vocational Education Training (TVET) system will significantly increase the possibility of young people to earn an income through gainful wage or self-employment and other income generating activities, thus reducing their vulnerability.

2. Project strategy

The proposal will be aligned with the priorities of the draft national policies on employment and skills. The project's development objective is to warrant young people access to decent job opportunities by strengthening the operational capacities of national and provincial ministries of youth development, labour and education, and other stakeholders. Such capacity building will be realised by developing an integrated approach to education and career guidance and counselling, skills development and post-training/self-employment support. The aim will be to improve the quality and outreach of skills training targeting it towards young people in rural areas while at the same time developing their capacity to identify appropriate education, training and employment

opportunities strictly related to the foreseeable economic developments (i.e. skills needs assessments based on sectoral growth paths).

The proposed strategy is three-pronged, comprising: (i) the development of gender sensitive career guidance and orientation materials, (ii) the designation and training of special youth career guidance and employment cells at the provincial level allowing for specific attention to young girls and; (iii) allowing such cells to “reach out” to schools, training institutions and youth centres to promote new services to young people and sensitise them, as well as their families and communities, to the labour market. The programme will be rolled out as follows:

Immediate objective 1: Capacity of young people to make effective career choices through pilot career guidance and employment cells is enhanced.

Related outputs:

- Six pilot Career Guidance and Employments Cells (CECs) created and made operational;
- CECs have developed a network with relevant labour market institutions;
- CECs’ services have “reached” youth in education institutions and youth centres, allowing for tailored services for young girls;
- Career reference materials have been developed in accordance to latest economic developments and made broadly available.

Immediate objective 2: Young people in targeted rural communities have been mobilized and empowered through an integrated skills development programme, including pre-and post-training support.

Related outputs:

- Economic opportunities assessment conducted in selected sectors, employment opportunities identified and selected beneficiaries provided with effective pre-training support;
- 4,000 gender balanced beneficiaries trained in vocational skills in the selected economic sectors;
- Trained beneficiaries provided with effective post vocational training support to ensure (self) employment in the areas of entrepreneurship development, business management, micro-finance and market linkages.

The programme will build on the labour market information relating to skills supply and demand carried out under the LMI Unit of the Ministry of Higher and Tertiary Education. The information collected and analyzed will provide a basis to design and develop training programmes in accordance with the needs of the labour market. It will also provide the basis for an effective career guidance system at the provincial and district levels.

3. Comparative advantage

The ILO has been assisting Zimbabwe since independence and has provided a wide range of direct technical support and advice on employment and labour-related issues. Work on employment and capacity building remains a high priority in Zimbabwe's Decent Work Country Programme. The ILO chairs the Joint UN Thematic Working Group on the Economy, Employment and Poverty Reduction under the Zimbabwe United Nations Development Assistance Framework. The ILO is the lead UN agency on employment and skills development in the country and plays a lead role in policy forums such as the Medium-Term Development Plan of the Government of Zimbabwe. The programme will build on previous work undertaken in Zimbabwe under a Danish funded programme on Skills for Youth Employment and Rural Development. The programme will be implemented in eight out of twelve provinces in the country.

4. Partners and beneficiaries

The direct beneficiaries of the programme would include officials of the above-mentioned government ministries such as the directors, principals, and teachers of the TVET system as well as the career guidance officials under the Ministry of Labour. The indirect beneficiaries will be 4,000 young women and men trainees in the TVET system of the country.

The proposed implementing partners would be the government, the Employers' Confederation of Zimbabwe (EMCOZ) and the Zimbabwe Congress of Trade Unions (ZCTU). The government structures would include the Ministries of Labour, Youth Development, Education, Higher & Tertiary Education, SME Development, Local Government, Women Affairs and Agriculture.

Implementing the Call for Action: Priorities of the Arab States

1. *The youth employment challenge in the Arab States*

The Arab uprising that started at the end of 2010 was fuelled by a lack of decent work opportunities, lack of accountability of some of the region's governments and a lack of recognition of citizens' voices. The unfolding crisis is undoubtedly due to failed efforts to reform governance structures and to represent citizens' interests. It is also due to lack of a vibrant private sector that is competitive on a global scale, survives without state crutches and generates productive employment for young people. Instead, the public sector has been acting as first and last resort job creator reflecting the region's weak industrial and employment policies, and the lack of private sector labour demand.

Arab youth have been faced with persistently high unemployment rates that reached a staggering 26.5 in the Middle East in 2011.¹⁷ The region is also marked with a relatively low youth labour force participation rates (30.3 compared to a world average of 48.7 per cent in 2011), which is explained by the share of youth in education but also by the large number of discouraged young people who are detached from the labour market. Low labour force participation and high unemployment of young people is partly explained by social norms that prevent young women's social and economic participation. This is evidenced by the situation in Saudi Arabia (for the year of 2011, young women labour force participation of 7 per cent compared to a 25.8 per cent rate for their male counterparts) and in the occupied Palestinian territory (young women labour force participation of 8.4 per cent compared to a 41.6 per cent rate for their male counterparts). The gender division of labour is also a challenge for all young women in the region, with country specific distinctions.

Young people suffer disproportionately from decent work deficits in terms of working poverty, low wages and informality. The region is characterized by a large informal economy that generates low-quality low value-added jobs. Informal economy is estimated to employ 67.2 per cent of total employment. Controlling for other factors, younger workers in the region are more likely to work in the informal sector.¹⁸

The youth employment crisis is part of an overall jobs problem but young people are more severely affected. Together with North Africa, the Middle East will need to create an astounding 6.5 million jobs per year - as opposed to the 3.2 million jobs it created yearly in the 2000s, in order to absorb the currently unemployed and the new labour market entrants.¹⁹ The private sector as a whole is characterized by low labour productivity growth that acts as an obstacle to more jobs, higher real wages and better working conditions. With annual productivity rate growth of 1.2, the Middle East region compared negatively to a world rate of 1.8 per cent and a 4.5 per cent rate in South Asia.

Education and training outcomes of young Arabs do not compare well on a global scale and enterprises invest little in skills. Though Arab countries have invested heavily in education in the last 40 years the region has produced low education outcomes measured in terms of attainment in the adult population and scores on international testing. The lack of education and skills pathways are often trapping the poorest segments of the populations in second-rated skills development tracks that lead to poor quality jobs with no upward mobility. In many countries, skills development subsidies also cease at education levels that lead to professional jobs, while at the same time, the entry level jobs of VET graduates would not allow them to save enough in order to study further.

¹⁷ If not otherwise cited, data quoted in this section are from ILO KILM 7th Edition.

¹⁸ Source: ILO school-to-work transition surveys of Jordan and Syria.

¹⁹ International economic bulletin. *Youth in the Middle East and the job market*. October 2011.

Migration has been an important career choice for youth who either first migrate to study abroad and then find a job or migrate after they graduate from their home country in search of better jobs. An estimated 2.4 million Arab contractual foreign workers are living in the countries of the Gulf Cooperation Council, and at least 1.5 million live in other countries of the region.²⁰ The lack of protection of young migrants in the labour markets of host countries increases their exposure to exploitation.

The Arab spring did open up a much wider space for trade union rights but youth and women participation remains low. With the recognition of freedom of association and expression in law and in practice in Egypt and Tunisia, great opportunities to create and strengthen trade unions have emerged in the region. However, youth participation is quite low. Although some unions created youth networks, they were not able to increase their outreach towards young workers.

2. ILO's past and on-going cooperation on youth employment in the region

This section summarizes past and on-going work by the Regional Office for Arab States (ROAS) on youth employment.

- Policy advisory services on youth employment were provided by ROAS to mainstream youth employment in national development frameworks (e.g. 13th Government Plan of the occupied Palestinian territory), employment policy (national employment policy of Iraq and national employment strategy of Jordan) and other policies (e.g. recently-adopted youth policy of Lebanon). Advisory services were also provided to develop specific laws, actions and programmes leading to improved application of Conventions, principles and rights on gender-based discrimination (e.g. in the occupied Palestinian territory, Jordan, Lebanon and Yemen).
- Technical assistance was provided by the Office to strengthen employment services in the delivery of employment policy objectives. This included the expansion of pilot employment services in Jordan and the reform of Lebanese National Employment Office. Similarly, capacity building has been provided to the Oman's ministry in charge of employment to strengthen its capacity to provide employment services to young people.
- In the area of skills development, support has been provided to develop and implement competency-based approaches (e.g. Iraq, Lebanon and occupied Palestinian territory). In Lebanon and Oman work has focused on targeting the labour market inclusion of young people with disabilities. A number of ongoing initiatives aim to link skills with productivity and wages, as well as to provide work experience through apprenticeship provision, testing and certification.
- Support was also provided to introduce youth entrepreneurship training in the curriculum of secondary and tertiary schools and within vocational education and training centres (e.g. in Iraq Jordan, Lebanon, Oman occupied Palestinian territory, Yemen, Saudi Arabia and Syria). Advocacy for an improved business environment through business climate surveys and support in drafting legislation on small- and medium-sized enterprises has been provided to Iraq and the occupied Palestinian territory.

²⁰ ALO, IOM, PID, *Intra-regional labour mobility in the Arab world*, 2010.

3. Priorities for the Implementation of the Call for Action in the region

With respect to the implementation of the Call for Action, the priorities to tackle the youth employment crisis in the Arab States have been identified as follows:

Employability and education, training and skills to ease the school-to-work transition. The overall priority aims to enhance the effectiveness of tripartite governance on skills development in order to link skills with productivity and wages. The development of sector-specific skills is also a priority for implementation through skills strategy that target new technologies for higher-level skills, including in the export area (e.g. Jordan, Lebanon and Oman). In parallel, the Office aims to strengthen the delivery capacity of skills development systems and programmes, including through skills identification, apprenticeships, testing and certification, and impact assessment (e.g. Jordan, Iraq, Lebanon and Yemen)

Labour market policies. The priorities in this domain revolve around strengthening the capacity of employment services to deliver labour market measures such as career guidance and placement services, provision of labour market information and delivery of active labour market programmes. Support will also be provided on the regulation and monitoring of private employment agencies as well as in the evaluation of active labour market programmes. The countries that are target for assistance on labour market policy are Jordan, Lebanon, Oman and the occupied Palestinian territories.

Youth entrepreneurship and self-employment. The youth entrepreneurship priority will be operationalized through the support in the establishment of an enabling environment for small-and medium-sized enterprises, including cooperatives (e.g. Iraq, occupied Palestinian territories and Yemen). In parallel, support will be provided to introduce entrepreneurship curricula in tertiary education programmes with a view to improving young people's attitude towards entrepreneurship. Specific outcomes: The countries that are targeted for this work are Jordan, Lebanon and Yemen.

Rights for young people. Technical assistance and capacity building will be provided to constituents to tackle, in an integrated manner, the multiple layers of discrimination young workers face in the labour market. Support will also consist of advisory services for the establishment of social protection measures that facilitate labour market integration of young people – as part of the overall work on social protection floors, including through the implementation of employment guarantee schemes. Awareness on rights at work will be raised among young workers through the testing and adaptation of ILO's promotional material (e.g. Jordan).

4. Conclusion

The above-mentioned priorities are partly being addressed with on-going technical assistance. The concept notes proposed by the Regional Office for the Arab States consist of a regional programme that addresses all of the said priorities in an integrated fashion, a country proposal for Yemen and a concept note for the occupied Palestinian territory. More specifically, the regional programme will include cross-country knowledge sharing and South-South cooperation in the areas of policies for inclusive labour markets, skills development and employment services, and youth entrepreneurship. The proposal for Yemen aims to complement other youth employment initiatives – including those supported by the ILO - that are ongoing, while that for the occupied Palestinian territory offers a wide range of interventions to tackle youth employment through policy reforms, institutional development and direct support. These proposals will increase the capacity of the Regional Office to support ILO constituents in the implementation of the Call for Action.

List of Proposed Projects

Title	Geographical coverage	Budget (US\$)
Decent jobs for Arab youth	Regional	8,000,000
Promoting decent work for young men and women in the occupied Palestinian territory	occupied Palestinian territory	1,800,000
Supporting Yemeni young people in the development of sustainable enterprises	Yemen	2,700,000
TOTAL		12,500,000

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Decent jobs for Arab youth
Location:	Arab States
Duration:	3 years
Lead Office:	ILO regional office for the Arab States
Budget:	US\$ 8,000,000 (Component 1: US\$ 2,000,000; component 2: US\$ 4,000,000; component 3: US\$ 2,000,000)

1. Background and justification

While the last two decades have been characterized by reasonable economic growth in the Middle East, Arab youth have been faced with the highest unemployment rates in the world. The region is also marked by large numbers of youth who are discouraged and have given up on being part of the labour force. Youth who are lucky enough to get employed, often work for long hours in low wage and low productivity occupations with little hope to find decent jobs. Currently the region is clearly missing out in recognizing the untapped resources and talents of the youth, and even more so for some categories of youth, including young women, youth with disabilities, youth living with HIV/AIDS, and migrant youth.

Although the private sector in the region of the Arab States has recently grown and is playing a larger role than ever before, the manufacturing sector is still characterized by the domination of long established firms, leaving little room for emerging high skill young entrepreneurs. In recent years, some business reforms have been adopted in an attempt to trigger private sector growth, but overall performance is still lower than global averages.

Changes that have swept through the Arab region since late 2010 brought the need for a new development model: one that is inclusive, sustainable and firmly rooted in social justice. Further reforms are required that are based on a clearer understanding of the youth employment challenges and demonstrated successful approaches to tackle them. In addition, capacity is required to implement policies / strategies that are already formulated. Also, the multiple layers of discrimination young women and men are facing in accessing education; skills, decent jobs and start up loans need to be addressed in a comprehensive manner.

2. Project strategy

The project strategy is therefore three pronged (a) building a knowledge base on specific aspects of the youth employment crisis, and on successful programmes targeting youth employment in the Arab region - for fact based policy making, (b) increasing the capacity of constituents and other stakeholders to deliver on agreed policies and strategies, (c) promoting an inclusive labour market with greater access for all youths irrespective of their race, sex, social origin, national extraction, religion, political opinion, HIV status and disabilities.

Immediate objective 1: Constituents have an increased understanding of the youth employment challenge, and of “what works” for fact based policy / strategy making.

Related outputs:

- At least five business climate assessments and impact evaluations on youth entrepreneurship initiatives feed into user friendly policy option papers on SME development/promotion of youth self-employment and entrepreneurship education;
- A structured tripartite peer review process between participating countries on the impact of Active Labour Market Programmes for youth lead to new / upgraded programmes;
- Findings and recommendations of at least five quantitative and qualitative studies on national legislations, recruitment practices, pay equity, harassment in the workplace, maternity protection of young mothers, and inclusion of vulnerable youth are consolidated in user friendly policy option papers;
- Law and policy reviews in at least three countries, taking into account the principles of the relevant ILO Conventions and the comments of the ILO Committee of Experts, feed into youth employment strategies that highlight planned actions that should contribute directly or indirectly to youth employment;

Immediate objective 2: Institutions and social partners have an increased capacity to implement national policies / strategies related to youth employment.

Related outputs:

- All manuals and tools related to youth employment in Arabic are available on an online youth employment facility, together with the list of ILO accredited trainers;
- A new entrepreneurship training package for tertiary education, “Mubadara” is piloted in at least two countries, and at least 10 national trainers per country are accredited;
- Results of current / planned technical assistance on skills anticipation are consolidated in an Arab Manual on Skills Anticipation, with related master trainers;
- Certified master trainers are available for the new manual on competency based approach to training;
- Structured apprenticeship systems are piloted in at least three countries, with a sector specific approach (following the planned regional seminar on apprenticeship systems in May 2013²¹);
- South to south partnerships are fostered with Asian and Latin American countries to strengthen the capacity of Public Employment Services in at least three countries.

Immediate objective 3: Young Arabs will have an increased access to decent work, irrespective of their race, sex, social origin, national extraction, religion, political opinion, HIV status and disabilities.

²¹ Funded separately.

Related outputs:

- A tripartite peer review process on inclusive labour markets is implemented between participating countries, based on the findings of the research under Immediate objective 1;
- A regional training manual on inclusive workplaces is designed following this peer review, and existing ILO tools, to be rolled out during a one week tripartite regional training;
- Social partners lead at least five national campaigns in selected countries on the value of inclusive workplaces, and mainstream elements against discrimination in collective agreements;
- Good practices related to the education / training and job placement of persons with disabilities are documented, validated and shared with constituents and relevant organizations;
- Companies with operations in several countries of the region, or at the top of value chains meet and adopt regulations and programmes (at sectoral or company specific levels) promoting inclusive work environments;
- Behavioural change programmes at the workplace are undertaken by companies to promote inclusion of discriminated groups.

Impact and sustainability will be ensured by (a) systematic capacity building of the project participants (b) use of the findings for fact based policy making with a strong involvement of the social partners, and (c) mainstreaming of the tools in workplace programmes.

3. Comparative advantage

The ILO is well positioned to address issues of youth employment in the Arab region because of:

- Its body of relevant International Labour Standards, of which many have been ratified by the countries in the region.²²
- Its technical expertise on specific sectors relevant to this project such as gender, disabilities, HIV/AIDS in the world of work in terms of experience at global, regional and country levels.
- Its demonstrated capacity to implement youth employment programmes in the region, and the tools it has developed / adapted in Arabic.
- It is well established relations with constituents, academic institutions, youth groups, and civil society organizations.

²² These are, most prominently, the fundamental ILO Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No.111) and the priority Employment Policy Convention, 1964 (No. 122) ; the Human Resources Development Convention, 1975 (No. 142) , the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) ; the Special Youth Schemes Recommendation, 1970 (No. 136) and the HIV and AIDS Recommendation, 2010 (No. 200) provide further guidance.

4. Partners and beneficiaries

Partners: tripartite constituents, NGOs, academic institutions and UN agencies.

Beneficiaries: at least 1,000 young women and men including youth with disabilities, youth living with and affected by HIV and AIDS, and Migrant youth.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promoting decent work for young men and women in the occupied Palestinian territory
Location:	occupied Palestinian territory (oPt)
Duration:	3 years
Lead Office:	ILO regional office for the Arab States
Budget:	US\$ 1.800,000

1. Background and justification

Young Palestinian women and men are faced with a range of social and economic challenges, including joblessness and underemployment as a result of more than four decades of Israeli occupation and its negative repercussions on Palestinian economy. In the oPt,²³ more than 70 per cent of the population is under the age of 30. According to data from the Palestinian Central Bureau of Statistics (PCBS), the overall unemployment rate among youth stood at approximately 36 per cent (2012). The situation is far worse in Gaza as compared to the West Bank, and for young women as opposed to young men (in Gaza 75.8 per cent of young women are unemployed). In addition, youth inactivity – at 74.6 per cent - is remarkably high in the oPt and is among the highest in the Arab world. The labour force participation of women is even lower at 8.4 per cent compared to 41.6 per cent for their male counterparts.

Furthermore, young people in the oPt have a high rate of education but research proves, it does not translate into a smoother transition into the labour market as the unemployment rates exceed 50.5 per cent among graduates. Unemployment is just the tip of the iceberg in the oPt, young people also suffer from other decent work deficits including a weak social security system, high levels of informal employment, as well as a weak implementation of occupational safety and health measures in the workplace. The Palestinian Authority has recognized the severe challenges faced by young people in the oPt, but actions so far lack a coordinated approach. The Ministry of Labour (MOL) established a strategy focusing on 6 priorities which the majority have direct implications on youth employment. Yet, there are still significant gaps in the implementation of this strategy as a whole; and more effort has to be put into developing targets and indicators that specifically address youth employment challenges.

2. Project strategy

The project will implement a multi-pronged strategy that addresses the youth employment challenge in the oPt in a holistic manner, including aspects related to both access to the labour market and rights at the workplace. The project will be implemented through two inter-related levels of interventions: policy (upstream) level and direct (downstream) interventions targeting young people.

The development objective of the project is “young Palestinian women and men will have an improved access to decent and productive employment opportunities because of (a) enhanced policy

²³ Annual Report of the ILO Director General on the situation of workers in the occupied Arab territories submitted to the 101st Session of the International Labour Conference.

framework and sectoral strategies for youth employment, (b) improved work conditions and non-discrimination among young men and women in the labour market”.

Immediate objective 1: A policy framework for youth employment developed through capacity building for the Government, workers’ and employers’ organizations.

Related outputs:

- An information base is developed on the youth employment situation in oPt;
- An impact review of policies and programmes affecting youth employment in oPt;
- Youth employment related problems and opportunities are identified based on the findings from the above-mentioned two outputs;
- The capacity in areas relating to policy making for youth of constituents, government institutions, youth group/NGOs and other stakeholders strengthened.

Immediate objective 2: Young women and men will benefit from an easier transition to decent work.

Related outputs:

- Increased capacity to provide market relevant quality training by training providers;
- “One stop shop” employment services in East Jerusalem are established and functioning by relying on the increased outreach capacity of CSOs;
- Business development service providers will have an increased capacity to provide an integrated package of financial and non-financial services to young men and women, including in green sectors;
- Online knowledge sharing platform established in promoting the rights of young people at work among tripartite constituents and key stakeholders;
- Increased understanding of rights and entitlements and how to defend them by young women and men.

3. Comparative advantage

Globally, ILO has extensive experience in supporting youth employment initiatives at all levels. This project will be built on the global knowledge and experience the ILO has on youth employment while integrating lessons learnt from other youth employment projects in the Arab States. With ILO's rich experience and resources it will integrate findings currently implemented in the oPtm including areas of skills development, green jobs, gender equality, and entrepreneurship development. Other resources include the national consultation on youth employment that the ILO organized in the oPt. The ILO will build on its partnerships to collaborate with the project.

4. Partners and beneficiaries

The ultimate beneficiaries of this project are young Palestinian women and men. The direct assistance component of this project will target youth who are particularly vulnerable, including vocational trainees and school drop outs between 15 and 29.

Partners would include: Ministry of Labour; Employers' and workers' organizations; Youth and environmental NGOs; Business development service providers; Employment offices providing employment services; Universities and research institutes; Selected private sector institutions.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Supporting Yemeni youth in the development of sustainable enterprises
Location:	Yemen
Duration:	3 years
Lead Office:	ILO decent work team in Beirut
Budget:	US\$ 2,700,000

1. Background and justification

The Republic of Yemen is a lower middle income country with an average GDP per capita of 1,361 current US\$ and ranks 154th out of the 187 countries on the Human Development Index making it one of the poorest and least developed countries in the Middle East. According to the 2011 population estimate of 24 million, 15.9 million were below the age of 24 reflecting the country's large youth base. Youth make up more than 48 per cent of the total unemployed population in the country, which contributes to undermining the political and security stability of the country.

The economy has been almost wholly dependent on oil over the last decades which represents about one third of GDP. Yemen may soon have no choice but to diversify due to the finite nature of the resource as a first step toward the creation of a dynamic private sector that can answer the call for increased opportunities and productive employment. Reforms will be needed that encourage private enterprises to develop. This will require fostering an entrepreneurship culture among Yemeni educated youth and facilitating their access to finance to start up their own micro/small businesses or manage agricultural cooperatives that will generate decent employment opportunities for themselves and others.

Based on this background, the project Supporting Yemeni Youth in the Development of Sustainable Enterprises aims to reduce the youth unemployment rate in Yemen and break the vicious cycle of intergenerational poverty and social exclusion.

2. Project strategy

The development objective of this project is to build the capacity of potential and existing young men and women entrepreneurs by providing them with the required business skills, tools and support (financial and non-financial) to establish and expand their micro/small enterprises and manage agricultural cooperatives which will in turn contribute to the creation of decent work opportunities for other young Yemeni men and women.

The project complements with direct services the regional proposal on Decent Work for all Arab Youths that includes a knowledge base, capacity building and integrated action on discrimination.

Impact and sustainability will be ensured by (a) systematic capacity building of the project participants, (b) integration of the training packages within the existing training systems (whenever possible), and (c) advocacy for replication of successful pilots through specific government policies/

programmes, and strategies of social partners.

Immediate objective 1: Young men and women equipped with the entrepreneurial skills and business management tools to establish and manage sustainable micro/small enterprises and agricultural cooperatives.

Related outputs:

- **Output 1:** Potential and existing young men and women entrepreneurs equipped with business skills and access to finance to establish and manage sustainable and successful micro and small enterprises.

The SIYB (ILO Start and Improve your business programme) business management package will be reviewed and adapted to suit the needs and expectations of Yemeni youth. The Programme will be delivered to potential and existing young entrepreneurs by approximately 50 trainers who will be trained by the ILO. The project will also provide young men and women with the required support to establish and manage sustainable enterprises through financial linkages and business counselling services.

- **Output 2:** 50 Selected groups of young men and women working in agriculture equipped with business management skills and access to finance to successfully manage and/or take part in group-based businesses/agricultural cooperatives.

The project will conduct a participatory value chain analysis (PVCA) of two agricultural sectors to depict the gaps in the chain and promote the inclusion of young Yemenis to fill in these gaps with either start-up enterprises or the establishment of youth cooperatives- a short and simplified training course in Arabic on 'How to Start a COOP' that specifically targets youth will be developed. Additionally, the project will adapt the SIYB material to the agricultural sector and train a number of associations' members and/or free-lance trainers on the programme for onward delivery to the young Yemenis willing to start the needed micro/small businesses identified in the PVCA. Under this component, the project will also provide young cooperative members with linkages to financial institutions

The project will make sure that at least 30 per cent of targeted trainers and participants will be women.

3. Comparative advantage

The ILO's extensive and longstanding expertise in building the capacity of BDS providers for the provision of professional business support services that are needs-based.

The SIYB programme of the ILO is known worldwide and has proven to be successful in assisting people to start their businesses.

The ILO's tripartite structure, which in this project is reflected in the involvement of Cooperative Unions as trainers of young entrepreneurs and cooperative members and ensuring that the ILO Decent Work Agenda is reflected in all the project's activities

ILO has collaborated with Small Micro Enterprise Promotion Service over the last four years on the implementation of various ILO entrepreneurship and business management programmes, such as the

Know About Business programme, which is currently being nationalized in vocational institutes across Yemen, and recently Women Business Owners.

4. Partners and beneficiaries

Direct beneficiaries include: BDS organizations and Trainers of cooperatives, managers of agricultural cooperatives, and members involved in managerial tasks. Indirect beneficiaries include: Potential and existing micro and small-scale businesses with up to ten employees and employees and members of the agricultural cooperative and the local community.

Partners include: Small and Micro Enterprise Promotion Agency (SMEPS) under the Social Fund for Development in Yemen; Women-based organizations, Agricultural Cooperative Union (ACU) and Farmers'/producers' associations.

Implementing the Call for Action: Priorities in Asia and the Pacific

5. *The youth employment challenge in the Asia and the Pacific*

The Asia and the Pacific region accounts for 55 per cent of the world's total youth population. Its demographic features are diverse, as the region includes countries with ageing societies and others characterized by a youth bulge. It is estimated that, by 2015, the youth labour force will decrease by almost four million individuals in East Asia and by 280,000 in South-East Asia and the Pacific. In contrast, the youth population in South Asia will continue to grow at high pace. This will result in an additional number of young people in the labour force of 465,000 by 2015.

The region is home to 45 per cent of all unemployed young people. Youth have been hit particularly hard by the fragile global economic climate. Despite some progress, nearly one in five young people in the labour force are unemployed in Indonesia and around one in six in the Philippines and New Zealand.²⁴ In addition, since the onset of the crisis, the countries of East Asia have experienced a sharp increase in youth unemployment (up to a rate of 9 per cent), which has remained virtually unchanged since 2008. The countries of South-East Asia and the Pacific, however, have been less affected by the economic downturn in terms of the youth unemployment rate, which has decreased by 0.7 percentage points compared with the 2008 figure. On the other hand, South Asia has recorded an increase of 1.7 per cent, resulting into additional 1.2 million unemployed youth since 2008.²⁵

Unemployment among youth is, however, only one dimension that characterizes the youth employment challenge in the region, as many more young people are trapped in poor quality and low-paid jobs in the informal economy. About 1.1 billion people (or 60 per cent of the region's workers) in Asia and the Pacific are estimated to be in vulnerable employment.

Policy measures affecting overall employment in general and youth employment in particular tend to be developed and implemented in isolation and are usually disconnected from broader national development strategies. In this regard, the application of the multi-pronged approach envisioned by the ILC Resolution would foster policy coherence and lead to higher youth employment outcomes if job creation was placed at the centre of economic policies.

The skills mismatch is another factor affecting young people's access to decent jobs. This is due to a number of factors. In general, lack of data on the nature of both supply and demand constrains the capacity of education and training systems to deliver skills that are relevant to the needs of enterprises. This is compounded by the scarce involvement of the private sector in the development of curricula of technical vocational education and training institutions. Also, the lack of labour market information prevents policymakers from designing and implementing effective measures. The availability of skills development programmes is, by and large, limited. When skills programmes exist, they rarely reach out to the most vulnerable youth. Finally, another factor that reduces the relevance of skills to labour market requirements relates to the limitations of career education or employment guidance. Only a very limited number of young people in the region receive career guidance services before they enter the labour market. This situation leads to unrealistic expectations compared to available opportunities.

When decent work opportunities at home are limited, young people resort to international migration with the hope of improving their working and living conditions. Temporary labour migration

²⁴ ILO, Asia-Pacific labour market update, 2012.

²⁵ ILO, Global Employment Trends for Youth, 2012.

interests approximately four million Asian workers a year.²⁶ While migrant workers can make a significant contribution to the development of their countries, many of them – particularly those with irregular migration status – are exposed to violations of their human and labour rights.²⁷

6. ILO's past and on-going cooperation on youth employment in the region

The ILO has been assisting its constituents in the region in the development of policies and programmes for decent work for youth. It has also established platforms to connect young people with policymakers and the social partners. Between March and April 2012, about 13 national consultations were organized to give an unprecedented opportunity to policy makers and young people to discuss issues affecting youth employment and build national and regional coalitions for youth employment. The youth employment work of the Regional Office for Asia and the Pacific is briefly summarized as follows:

- A significant part of ILO's support to member countries in the region has focused on policy advice. The support in the formulation and implementation of coherent youth employment policies has taken various forms, including through the formulation of legislation (e.g. youth law in Viet Nam) and the development of national action plans on youth employment (Kiribati, Indonesia, Mongolia, Nepal, Sri Lanka, Timor Leste and Vanuatu). In Indonesia in particular, the ILO worked directly with the Office of the Vice President on the elaboration of an employment strategy with a focus on young people. In the Pacific, support was provided for the development of a regional youth employment strategy that was endorsed by 12 countries.
- Assistance has been provided to constituents in order to strengthen capacity to collect and analyze data relating to the school-to-work transition. Surveys are currently ongoing in Bangladesh, Viet Nam, Nepal, Cambodia and Samoa. In parallel, the Office has assisted countries in the development of employment services for youth (e.g. Jobs Net in Sri Lanka, one-stop shops in the Philippines and employment services in Timor Leste), particularly in the areas of career counseling and job-search assistance but also of outreach of young people living in rural areas (Sri Lanka) and of youth exposed to migration (China and the Philippines).
- Skills development has been a major area of work. For instance, a technical cooperation project in Indonesia strengthened education and training systems in six provinces to better equip young people with the necessary skills for employment and entrepreneurship. In Nepal, the comprehensive Jobs for Peace project benefited from the cooperation of more than 70 implementing partners and contributed to peace building by simultaneously addressing skills development, entrepreneurship, access to finance, and youth-led empowerment.
- Work on management of youth labour migration and rights of migrant young workers has also been an area of work in Asia and the Pacific (e.g. China, the Greater Mekong Sub-region and the Philippines). In the Greater Mekong, governments committed to consult with young people affected by migration in the formulation of policies.

²⁶ Global Forum on Migration and Development, Geneva, Switzerland, 2011.

²⁷ ILO, TRIANGLE Project Document.

7. **Priorities for the Implementation of the Call for Action in the region**

In Asia and the Pacific, the implementation of the Call for Action will give priority to the following areas of work:

- **Design and implementation of coherent policies creating more and better jobs for young people.** In light of the 36.4 million young women and men between the ages of 15 and 24 who are looking for decent and productive employment, the region as a whole needs to maintain current levels of growth while creating formal jobs and enhancing entrepreneurship. This will be achieved through policy advice on the application of a multi-pronged approach to youth employment policymaking and on the establishment of broad-based partnerships involving relevant government institutions and the social partners, in consultation with young people who will be affected by the measures.
- **Improvement of labour market information to support the development of evidence-based youth employment policies and programmes.** Information on the youth labour market and the transitions of young people from education to work is the foundation for youth employment work at the macro, meso- and micro-level. Priority will be given to gathering, analysing and disseminating consistent data to strengthen evidence-based policymaking through advisory services and support in monitoring progress.
- **Access to and relevance of skills development and work-experience programmes.** The support of the Office will revolve around reducing the gap between supply and demand for skills, including through upgrading curricula and qualifications and by ensuring adequate access to on-the-job training opportunities for youth. In addition, special focus will be paid to disadvantaged and the marginalized youth, including through the application of targeting mechanisms. Basic skills will be promoted as an integral part of programmes aimed to facilitate the transitions of young people to the labour market.
- **Design of effective labour market policies as governments' response to increasing inequality faced by disadvantaged youth.** In order to respond to increased requests by constituents, the Office will strengthen its assistance in the area of employment services for youth to respond to the increased requests. Well-functioning services are expected to have a positive impact on issues of skills mismatch and on the growing concern of graduate unemployment.
- **Access to sustainable youth entrepreneurship and self-employment opportunities.** Youth entrepreneurship is a priority within national efforts to promote youth employment across the region. Support will be provided to embed entrepreneurship training in schools' curricula, as well as to improve attitudes towards self-employment and youth enterprise development measures, with particular attention to youth-friendly business development services.
- **Widen social protection measures.** The development of social protection floors is essential if the region is to continue growing while producing higher prosperity for its societies. The right of young people to equal protection must never be disregarded. The ILO specialists in the region are currently working with constituents to address this priority. Coherent strategies will be finalized and supported in their implementation.
- **Management of youth labour migration.** With an estimated 25 million workers currently employed outside their home countries, labour migration will continue to be a priority for

ILO's work in the region.

- **Green Jobs for youth.** The priority in this area revolves around the support of green entrepreneurship initiatives and green SMEs targeting young jobseekers with a view to increasing their access to decent work. Its operationalization will include the development of appropriate mechanism for South-South collaboration, information sharing, capacity building and knowledge development.

8. Conclusions

The Asia and the Pacific region is presenting a series of nine proposals to bridge the gap between available resources on youth employment and increased demand from constituents. The portfolio includes seven country proposals, one sub-regional concept note and one regional project. Overall, the proposed portfolio directly targets ten countries. The experience and lessons learned from these specific interventions will be then disseminated regionally through knowledge sharing initiatives to maximize the impact of country-level work. These project proposals are realistic in their objectives and accurate in their assumptions. They respond to priorities set forth by ILO constituents and by young people themselves, in countries where the ILO has had substantial involvement at the policy level and through technical cooperation assistance over the past years. The close relationships developed with constituents and partners on the ground represent a solid basis for the successful implementation of the initiatives and for ensuring ownership and sustainability of results.

List of Proposed Projects

Project title	Country	Amount (USD)
Generating responsible entrepreneurship and enhancing new social, economic and environmental development for young people	Regional	3,500,000
Enterprise development for young people in the Pacific through entrepreneurship education and access to employment services	Sub-regional Pacific	3,000,000
Afghanistan young entrepreneurs project	Afghanistan	4,300,000
Improving supportive measures for employment of Chinese university graduates	China	1,300,000
Effective apprenticeship and entrepreneurship programmes to enhance the employability of young people	Indonesia	3,000,000
Youth employment solutions	Nepal	6,000,000
Youth for peace: Youth at work	Pakistan	4,000,000
Promoting youth employment in rural areas	Sri Lanka	3,000,000
Promoting employment of young graduates	Vietnam	3,700,000
TOTAL		31,800,000

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Generating responsible entrepreneurship and enhancing new social, economic and environmental development for young people
Location:	Target – China, Indonesia, Sri Lanka
Duration:	3 years
Lead Office:	ILO ROAP
Budget:	USD 3.5 million

1. Background and justification

The call for action of the International Labour Conference Resolution 2012 on Youth Employment addresses the need for green jobs and suggests that Governments should give serious consideration to “Anchoring a job-friendly development agenda in industrial and sectorial policies that can facilitate structural transformation, contribute to an environmentally-sustainable economy, and greater public and private investment in sectors that create decent jobs for young people. “

The conclusions of the 15th Asia and the Pacific Regional Meeting (APRM) of the ILO in December 2011 recognized the importance for greener growth and green jobs, mentioning that “efforts across the region to address the effects of climate change and the greening of our economies hold great potential for increased opportunities for decent work”. The APRM identified youth employment and the promotion of entrepreneurship for young women and men as critical policy priorities.

The transformation to a greener economy could generate 15 to 60 million additional jobs globally over the next two decades and lift tens of millions of workers out of poverty while delivering improved livelihoods, but two critical barriers remain that require immediate action:

- First, despite official support for it, the lack of green entrepreneurship initiatives and green SMEs targeting young job seekers with a view to increasing access to decent work opportunities.
- Second, the absence of an appropriate mechanism in the region for information sharing, capacity building and knowledge development that includes a comparative analysis of successful initiatives and policies.

2. Project strategy

The project aims to respond to an unaddressed demand from Governments, social partners and the youth in particular in China, Indonesia and Sri Lanka for developing initiatives that are mutually beneficial to young people in quest of decent jobs; and that can at the same time reap the benefits of the shift towards a green economy through entrepreneurship.

The development objective is to Generate Responsible Entrepreneurship and Enhance New Social, Economic and Environmental Development for Youth. The project is structured around the following three immediate objectives:

Immediate objective 1: Improved ability of governments and social partners to promote decent employment opportunities for young women and men in micro and small enterprises by addressing the demand, and the need, for a just transition to a low carbon, environmentally friendly economy.

- This will be achieved by implementing a green entrepreneurship development programme for new and existing entrepreneurs and by enhancing the creation of partnerships with business development service centres.

Immediate objective 2: Young women and men are provided with access to enhanced (green) business development services and self-employment opportunities.

- This will be delivered by increasing the capacity of Business Development Service providers with ‘Start your own green business’ training programmes and by providing the necessary skills for micro and small entrepreneurs to start and grow sustainable green businesses.

Immediate objective 3: Improved access to information and knowledge sharing services in the region on good practices relating to green entrepreneurship and case-studies by young entrepreneurs.

- This will be achieved with the development of standard regional training materials, including training guides, resource books and a web-based platform free-of charge for tuitions, including a regional data base of 100 case studies on green start-ups in Asia & the Pacific and beyond.

3. Comparative advantage

The project is built on the proven delivery of green entrepreneurship modules in three countries where the ILO has had successful youth employment and green jobs projects in recent years: China, Indonesia and Sri Lanka. This is reflected by the high level of co-funding that is expected from the Ministries of Youth, Ministries of Labour, and other institutional partners, in all three countries.

Robust preparatory work has already taken place at the policy and ground level in the three selected countries on the matter of green entrepreneurship and support to green SMEs.

The ILO has developed in China (and will soon in Indonesia) a set of training materials on green entrepreneurship on the basis of which national programs can be up-scaled and be retrofitted into national policies and programmes .

The experience in developing new partnerships with financial institutions and other government institutions (e.g. Central Bank of Indonesia, Ministry of Environment) on the matter of green entrepreneurship will be an asset for the regional Green entrepreneurship program.

In Sri Lanka, the ILO has supported a value chain analysis and commenced initiatives to convert brown sectors into greener enterprises whilst having integrated green concepts into plantation-based youth employment initiatives as a means to attract young women and men and offering them more decent work opportunities.

4. Partners and beneficiaries

The Project's stakeholders in the selected three countries are young women and men, as well as the institutions and organizations involved in youth employment promotion at the national and sub national levels. The project's direct ultimate beneficiaries include the following:

- ILO's tripartite constituents (Ministries of Labour and Employment; Employers' Organization and Workers' Organizations). They will benefit from the review of policy and legal frameworks; information sharing and capacity building, and ILO Technical Cooperation projects.
- Youth Organizations and stakeholders with direct involvement in the implementation of Youth Policies and National Action Plans on Youth Employment (e.g. Ministries of Youth and Sports, Ministries of Cooperatives and SMEs, Universities and business incubators).

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Enterprise development for young people in the Pacific through entrepreneurship education and access to employment services
Location:	Technical assistance - Kiribati, Vanuatu, Samoa (target countries).
Duration:	Knowledge sharing – Tuvalu, Palau, Solomon Islands, Papua New Guinea and Republic of the Marshall Islands
Lead Office:	3.5 years
Budget:	ILO Pacific

5. Background and justification

Youth unemployment rate in the Pacific stands at an alarming 23 per cent and young people are 4.5 times less likely to secure jobs compared to their adult counterparts. In 2010, young people in the region, through the Pacific Youth Council (PYC), called for action and triggered the Youth Employment Advocacy (YEA) initiative, supported technically by the ILO. The YEA compelled the leaders of 22 Pacific island countries to render their political commitment to youth employment creation, This in turn provided the mandate for one of the most significant developments in the Pacific commencing in 2012, and namely the crafting of the Pacific Youth Development Framework (PYDF) 2014-23. One of the four high level outcomes in the draft PYDF is “More young people have secured decent employment opportunities”.

A 2008 study²⁸ on Skilling the Pacific stated “The principal challenge is that the wage economy cannot generate enough jobs to employ all those entering the labour market each year”. In recognising this, the core of this project is targeted towards youth enterprise development, with other critical components providing enabling environments for youth enterprise start-ups and sustainability.

6. Project strategy

In the Pacific, the ILO continues to support national and regional advocacy to promote youth employment, policy work, and relatively small sub-programmes in youth entrepreneurship. It is thus now appropriate and necessary to move to large-scale sub-programmes that have significant tangible impacts on the lives of young women and men in school and out of school.

The overall objective of this proposal is that Local economic prosperity is increased by promoting local level enterprise development through increased participation of young women and men in small businesses. The project is structured around the following five immediate objectives:

²⁸ ADB and PIFS, Skilling the Pacific, Manila, 2008.

Immediate objective 1: Enterprise and Entrepreneurship related policies and programmes are strengthened through improved national/local data collection. This will be achieved by supporting the National Statistics Office, the Department of Labour and the National Provident Fund to undertake surveys and analyses to better assess labour market trends and future employment opportunities.

Related outputs:

- National economic and employment policies are reviewed based on availability of recent and accurate youth labour statistics and employment opportunities.

Immediate objective 2: Youth friendly employment services are available to young people. This will be delivered through the provision of skills and career services through dedicated centres or integrated into existing institutions. These services will make use of data available from “Objective 1”.

Related outputs:

- Fully functional, youth friendly and self-sufficient employment service centres are established in each country.

Immediate objective 3: Business education is introduced and institutionalised in schools and TVET institutions. This will be achieved by adapting the ILO’s Know About Business (KAB) package which offers innovative action-learning approach to develop entrepreneurship skills among schools students and technical and vocational students.

Related outputs:

- KAB is adopted within the mainstream curriculum in schools and TVET institutions in at least 25 schools (Kiribati 5, Samoa 10, Vanuatu 10) and 1 TVET institutions in each target country with a total of 3,000 (Kiribati 600, Samoa 1200, Vanuatu 1200) students completing the programme.
- 30 Teachers, including Ministry of Education staff, are trained using adapted materials and certified in delivering KAB in schools and TVET institutions in each target country.

Immediate objective 4: Business training is available for out of school young men and women, including marginalised and disabled youths and strengthened national mechanisms to support business start-up and sustainability. This will be achieved by assisting governments, the private sector, training institutions and community organizations in the delivery of enterprise programmes. Emphasis will be placed on the premise that entrepreneurship should not be promoted unless it is associated with decent work.

Related outputs:

- 500 (Kiribati 100, Samoa 200, Vanuatu 200) young people are provided with business training, inclusive of marginalised youths, through using ILO ‘s SIYB, C-BED programmes and WED programmes.

Immediate objective 5: A youth employment portal for the Pacific is established where governments, social partners, NGO's, youths, development and donor agencies, including the PYDF governance can access best practices and lessons learned. This will provide the vehicle for advocacy and promotion of project achievements, and to share success stories and good practice.

Related outputs:

- Best practices and lessons learnt in promoting youth entrepreneurship is documented and shared with target countries and other ILO member countries, including relevant ILO departments and development agencies.

7. Comparative advantage

The ILO is lead technical agency on youth employment in the Pacific, and provides support at all levels, from regional advocacy such as the Youth Employment Advocacy to national-level implementation youth employment activities in the 2013-17 UNDAF.

The ILO is currently the chair of the UN Working Group on Youth (UNWGY) and is an active member of the PYDF Steering Committee.

The Organization had a lead role in developing the Pacific YES (youth employment strategy).

8. Partners and beneficiaries

Beneficiaries: in-school and out-of-school youth, including marginalized youth, in the three target countries.

Partners: Pacific Youth Council (PYC), Commonwealth Youth Programme (CYP), Pacific Leadership Programme (PLP), AusAid/TVET Sector Strengthening Project (TVETSSP), UNESCO, Secretariat of the Pacific Community (SPC), Local schools and vocational institutions, Departments of Labour, NGO's - Youth Challenge Vanuatu, TALAVOU Samoa and Workers & Employers Organisations.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Afghanistan young entrepreneurs project
Location:	Afghanistan
Duration:	3 years
Lead Office:	ILO Office Kabul
Budget:	USD 4.3 million

5. Background and justification

Afghanistan has recently made progress on a number of fronts, such as health, education or microfinance, but security concerns and apprehensions about the transition process²⁹ persist and institutional capacity remains weak (World Bank). The investment climate is not encouraging and growth has declined.³⁰ As a result, employment growth has slowed, leading to a rise in the number of individuals who are underemployed or are in vulnerable employment.

Considering that 68 per cent of the Afghan population is under the age of 25, meeting the large youth population's needs and aspirations is critical in the country. Most youth are underemployed, employed under precarious/casual contracts, or are among the working poor.³¹ Yet, very little work on youth employment promotion can be accounted for in the country so far. To address this situation, the ILO proposes to intensify efforts to stimulate the youth's entrepreneurship spirit to help young people generate their own jobs and contribute to the national employment growth strategy. In particular, the adoption of entrepreneurship modules by TVET schools is considered as an effective way to foster youth entrepreneurship among those most in need.

6. Project strategy

The project strategy includes different elements reflecting both direct action and capacity building for institutional development. It includes three mutually reinforcing components which together provide young people with improved access to government services, career guidance, skills development and employment generation. The project strategy also promotes the roles of social partners and the principles of social dialogue and tripartism by involving all social partners in the development and validation of entrepreneurship modules and the creation of business development services. The development objective of the project is: policy awareness on youth employment at the GoIRA³² level is enhanced and jobs for young Afghans are created through the stimulation of the private sector. The project is structured around the following three immediate objectives:

²⁹ The transition is the period leading to the handover of full responsibility for security to the Afghan National Security Forces: end of 2014.

³⁰ GDP growth has declined to about 5-6 per cent from an average of 9 per cent in the past decade.

³¹ The working poor are defined as individuals who are employed but who fall below the poverty line.

³² Government of the Islamic Republic of Afghanistan.

Immediate objective 1: Major government TVET schools integrate entrepreneurship modules into their curricula.

Related outputs:

- A multi-stakeholder dialogue on youth employment and entrepreneurship launched;
- A feasibility study conducted and an action plan developed with the social partners to integrate entrepreneurship modules and create three business development service centres in Kabul and greater Kabul;
- Data on TVET schools and youth gathered for the Central Statistics Organisation;
- An international standard entrepreneurship module created, and MoE³³ and MoLSAMD³⁴ supported in integrating the module in TVET schools' curriculum;
- Three TVET schools identified to take part in the project;
- An international standard training course for teacher's trainers on entrepreneurship module developed and teacher's trainers trained.

Immediate objective 2: Teachers in major government TVET schools are qualified to teach entrepreneurship course.s

Related outputs:

- TVET teachers provided with training on entrepreneurship module, by the previously trained teacher trainers, in the 3 identified TVET schools;
- Training of teachers supported, monitored and evaluated;
- MoLSAMD and MoE supported to institutionalize teacher's training on entrepreneurship.

Immediate objective 3: Business development services (BDS) in the chosen TVET schools are able to support business starters.

Related outputs:

- MoLSAMD and MoE supported to organize logistics and furnish with the appropriate material the three TVET schools for the creation of BDS;
- MoLSAMD and MoE supported to identify and train the 3 BDS management teams;
- International standards training course for BDS management developed;
- BDS management team trained.

³³ Ministry of Education.

³⁴ Ministry of Labour Social Affairs Martyrs and Disabled.

7. Comparative advantage

The National Employment Strategy that is to be launched by the ILO in May 2013 shall provide a solid policy framework for the present project proposal.

The ILO's Start and Improve Your Business (SIYB) programme is a powerful tool to train trainers, teachers, management teams and young entrepreneurs.

The project can build on ILO's current support to GoIRA's efforts to develop labour, employment and skills policies and strategies for well-functioning labour market.

ILO has supported the establishment of a network of MoLSAMD employment services centres that will be helpful during the implementation of the project.

8. Partners and beneficiaries

The direct beneficiaries of this project are the Afghan youth, Afghan TVET trainers and teachers, the government's main TVET providers, staff and management of the MoCYA, Ministry of Education (MoE) and its Deputy Ministry for TVET (DMTVET), the MoLSAMD and its National Program for Skills development (NSDP), as well as the Afghan Chamber of Commerce and Industry (ACCI), trade unions and the Central Organisation for Statistics (CSO), which will benefit from data collected on youth in the course of the project. These ministries and units are being directly targeted due to their key roles in development of TVET curriculum and implementation through the NSDP and the network of TVET institutions. The ultimate beneficiaries will be young men and women in Afghanistan who will benefit from the project through vocational training and skills development programmes that are more market relevant and, in fine, the Afghan economy at large.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Improving supportive measures for employment of Chinese university graduates
Location:	China
Duration:	2,5 years
Lead Office:	ILO Office for China and Mongolia
Budget:	USD 1,300,000

1. Background and justification

China has maintained economic growth at an average annual rate of 10 per cent over the last three decades. However, this rapid economic development has not generated sufficient employment opportunities for particular groups, such as university graduates. In the wake of the restructuring of the Chinese system, the number of university students increased rapidly from 1.17 million in 2001 to 6.6 million in 2011. As university curricula are unresponsive to a changing labour market demand and employment services do not effectively reach out to young people, graduates find themselves at a disadvantage when looking for employment.

It is estimated that 7 million university students will graduate each year and for the next five years at least.³⁵ Making sure that they find decent employment has therefore become a critical issue for the Chinese government in its 12th Five-Year Plan (2011-2015).

2. Project strategy

The project strategy is in line with the approach that ILO has adopted in working with tripartite constituents and the All China Youth Federation on promoting employment for young people, in particular university graduates. On the one hand, the strategy aims to enhance the effectiveness of constituents' youth employment initiatives and integrate them into national and provincial policy frameworks. On the other, specific interventions are envisaged in order to improve assistance to graduates through key services for youth such as employment services and training.

The overall objective of the project is to promote employment for young people, particularly university graduates. The project is structured around the following four immediate objectives:

Immediate objective 1: National and provincial policy frameworks include effective constituents' initiatives to promote youth employment.

³⁵ Data resources: MOHRSS official speech.

Related outputs:

- National initiatives to support employment among university graduates reviewed and their effectiveness analyzed;
- Main challenges and good practices identified;
- Policy advice to improve employment programmes for university graduates shared with constituents and other countries;
- New strategy on promoting employment for university graduates developed and implemented.

Immediate objective 2: University students have access to employment services that provide them with adequate and quality assistance.

Related outputs:

- Assessment of employment services conducted;
- Good practices to support youth employment collected;
- Recommendations on further improvement shared with project partners and constituents;
- Policy to strengthen employment services for university graduates developed and implemented;
- Capacity building for employment services carried out.

Immediate objective 3: The needs of newly recruited graduates are addressed at the workplace and their potential harnessed.

Related outputs:

- Human resource policy to improve skills and competency of newly recruited university graduates developed and piloted;
- Capacity building among employers delivered.

Immediate objective 4: More university students are aware of the opportunities of entrepreneurship.

- Entrepreneurship training expanded in universities;
- Awareness on entrepreneurship raised among university students.

3. Comparative advantage

The ILO's strong expertise in employment promotion is highly recognized by Chinese partners.

SIYB, KAB, Get Ahead for youth have already been introduced to the Chinese government and other national counterparts. A large number of laid-off workers, migrant workers and young people have benefited from such programmes. Networks of trainers and partners are already in place.

The project could build on such networks and existing platforms to implement the project.

4. Partners and beneficiaries

Beneficiaries: Chinese youth, especially university students and graduates.

Partners: Ministry of Human Resources and Social Security, All-China Federation of Trade Unions, China Enterprise Confederation, and the All-China Youth Federation.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Effective apprenticeship and entrepreneurship programmes to enhance the employability of young people
Location:	Indonesia
Duration:	3 years
Lead Office:	ILO Jakarta Office
Budget:	USD 3,000,000

1. Background and justification

Indonesian youth represent 80 per cent of the total unemployed population in the country. Primary school and lower-secondary school graduates make up almost 50 per cent of the young unemployed. The youth unemployment rate, at 19.9 per cent in 2011, is among the highest in Asia. Providing relevant skills training, apprenticeship programmes and options for self-employment is important to support young people in finding decent employment and harness their potential to contribute to the country's economic prosperity. Skills Development and Entrepreneurship are among the main pillars of the new Job Creation Action Plan of the Government of Indonesia.

This is the right moment to take action. In the next decade, more than 22 million people will enter the working age population and the dependency ratio will reach its lowest point in 2020. If the right policy choices support the acceleration of job creation, Indonesia may enjoy a demographic dividend.

2. Project strategy

This concept note proposes a strategy highly focussed on strengthening two areas of work of the Government of Indonesia, and namely its apprenticeship and entrepreneurship programmes. With the aim to improve their effectiveness, this project proposes to develop and pilot-test a framework of intervention, to be eventually brought to the national level for replication. The overall objective of the proposal is to better equip young people for their transition to the labour market. The project is structured around the following two immediate objectives:

Immediate Objective 1: Vulnerable youth have access to effective entrepreneurship programmes.

Related outputs:

- Intervention to improve the outreach of current national entrepreneurship programmes piloted in 2 selected provinces;
- Framework of intervention proposed to the national level for replication by the relevant ministries;
- Linkages between the national entrepreneurship programmes, the private sector and business

development service providers reinforced;

- Entrepreneurship programmes linked to financial resources available through the private sector thanks to Corporate Social Responsibility (CSR) initiatives.

Immediate objective 2: Vulnerable youth have access to effective apprenticeship programmes.

Related outputs:

- An integrated approach to apprenticeship, which includes education, training and certification, is piloted in 2 Provinces;
- A framework for an integrated approach to apprenticeship is recommended by the project to the relevant Ministries;
- Increased participation of workers' organizations in monitoring the apprenticeship programmes is facilitated.

3. Comparative advantage

Over the last ten years of technical assistance to the Government of Indonesia, and several technical cooperation projects focused on the promotion of youth employment, the ILO Jakarta has acquired extensive experience in implementing projects and providing policy recommendations. It has successfully managed to include youth employment in the mid-term development plan 2009-2014 and is assisting the Vice President Office for the next phase. Moreover, it has built a wide network of government agencies (at national, provincial, and district level), NGOs, Business Development Service (BDS) providers, and local communities, which represents a solid foundation to support the implementation of this project.

4. Partners and beneficiaries

Beneficiaries: Vulnerable Youth aged 15-18 and youth in general (15-29)

Partners: Ministry of Manpower and Transmigration, Ministry of Cooperatives and SMEs, Ministry of Education and Culture, National Development Planning Agency, Employers' organizations, Workers' organizations, The Indonesian Youth Employment Network (IYEN), Selected training Institutions (private and public) at the provincial and district level, Local authorities at the provincial and district level.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment solutions
Location:	Nepal
Duration:	3 years
Lead Office:	ILO Kathmandu
Budget:	USD 6,000,000

1. Background and justification

The youth population aged between 15 – 29 years old represents 6.1 million people in Nepal, accounting for 26.5 per cent of the total population. Youth literacy rates are approximately 70 per cent, the unemployment rate among the youth is 11.4 per cent, while underemployment is much higher and close to 50 per cent. Poverty is one of the most compelling factors influencing youths to enter the labour market at a young age. While large segments of the youth labour force face scarcity of work opportunities and migrate in search of better chances, employers report systematic skills shortages, sometimes leading them to preferring immigrant workers over the local workforce. Given the challenges young people encounter in finding jobs, self-employment is an option often looked at. However, their business and technical skills are not always adequate, and young people often choose unviable and short-lived business options.

Employability of Nepali youth and their increased access to employment are key priorities in the Government's Three Year Plan (2010-2013) to allow a stable and successful development process. Within this context, the non-existence of a comprehensive plan and policy addressing youth issues and a lack of comprehensive support to young job seekers on the ground represent major barriers. This proposal comes in to address these challenges.

2. Project strategy

This project has its foundation on the Government's youth employment priorities. Its four-pronged strategy aims to address youth unemployment and underemployment through a combination of channels, namely: (i) effective policy level work guaranteeing adequate involvement of young people; (ii) establishment of services on the ground improving youth access to employment and self-employment opportunities supported by accurate labour market information; (iii) entrepreneurship and promotion of media involvement in social marketing strategies and entrepreneurship campaign; and (iv) access to vocational training and on-the-job training.

The development objective of the project is to achieve a Stable and inclusive Nepal, through the enhancement of youth employability and the creation of decent employment opportunities for young women and men. The project is structured around the following four immediate objectives:

Immediate objective 1: Policy Instruments are developed and adopted by the government of Nepal to improve youth employment outcomes.

Related outputs:

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- A National Youth Employment Action Plan revised and adopted by the Government of Nepal.
 - A Youth Employment Fund, supporting employment and employability interventions and implementing the programmes recommended by the National Youth Employment Action Plan, established under the Ministry of Labour and Employment.

Immediate objective 2: A supportive environment is promoted for successful school-to-work transition and increased access of out-of-school youth to employment and lifelong learning.

Related outputs.

- Youth Career Centres, established within the existing Employment Offices under the management of the Ministry of Labour and Employment, able to provide career guidance and counselling to vocational training graduates and out-of-school youth.
- A flexible and sustainable labour market information system is developed and installed in the Youth Career Centres.
- Specialized Foreign Employment Service established and organized within the Youth Career Centres.

Immediate objective 3: Young women and men provided with access to enhanced business development services and self-employment opportunities.

Related outputs:

- Increased capacity of local Business Development Service providers and trainers to provide entrepreneurship training and other services in the sector of micro and small enterprises.
- Micro and small entrepreneurs are able to start and grow sustainable businesses.

Immediate objective 4: Young women and men provided with access to jobs through the delivery of an integrated on-the-job training system.

Related outputs:

- An integrated on-the-job Training system established to deliver theoretical and practical training conducted as part of the normal work experience at the workplace.
- Young women and men provided with access to on-the-job training.

3. Comparative advantage

The proposed intervention demands extensive knowledge and experience specifically in setting up employment services for young people. The ILO has worked in this field in several Asian countries, particularly in the design of viable solutions for low- and middle-income countries.

This proposal draws from the extensive experience of recently completed ILO projects focused on youth employment in Nepal. They include Jobs for Peace, ILO-FAO joint project funded by UN Peace Fund; the IFAD-funded Skill Enhancement for Employment Project (SEEP); and the ILO/UNDP/UNICEF/UNFPA, joint project for the rehabilitation of ex- Maoists.

This project will directly capitalize on the results of Work4Youth, a global ILO programme rolling out two rounds of School-to-Work Transition Surveys in 28 countries worldwide, including Nepal.

4. Partners and beneficiaries

The ultimate beneficiaries of the project are: the Nepali youth, The 14 Employment Service Centres initiated under the MOLE, The Centres' clients.

The project's partners include: the ILO's tripartite constituents and youth organizations and other stakeholders which are directly involved in the implementation of the Youth Policy and the National Action Plan on Youth Employment.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth for peace: Youth at work
Location:	Pakistan
Duration:	ILO Islamabad
Lead Office:	USD 4,000,000
Budget:	Youth for peace: Youth at work

1. Background and justification

Pakistan is currently facing a humanitarian and development emergency that is compounded by social instability and governance issues. The country's annual economic growth rate, 3 per cent in 2011, is only one fourth or what would be needed to generate enough jobs and absorb new labour market entrants. The population of Pakistan is the world's 9th largest (approximately 181 million),³⁶ and young people aged 15-29 represent 27 per cent of it. Young workers are disproportionately represented in informal employment. Gender-discrimination, especially towards young women, is a key issue, with the female youth labour force participation rate standing at 18.4 per cent compared to 69.2 per cent for males.³⁷ The lack of decent work has resulted in anti-social, intolerant and militant behaviour and the involvement (mainly of young men) with extremist groups and often violent activity.

It is therefore imperative to invest in the provision of decent jobs to young people, especially those belonging to the most disadvantaged groups, as well as young people at risk of making the desperate decision to join the ranks of armed gangs and illegal groups.

The post-crisis needs assessment completed in 2010 by the Government of Pakistan in partnership with the World Bank, the Asian Development Bank, the United Nations and the European Union has highlighted the provision of technical assistance for the promotion of decent employment for youth as a critical pre-requisite for peace and security.

2. Project strategy

The development objective of this proposal aims to support young people in securing decent employment that makes them desist from anti-social behaviours. The implementation strategy combines two main components. The strengthening of institutional mechanisms and the establishment of a national platform for dialogue will lead to the adoption and implementation of a national strategy on youth employment. The strategy will adapt the five policy areas of the Call for Action to the national context and will be operationalized through the implementation of youth employment action plans in two provinces. The second component will focus on the implementation of an integrated package of youth employment programmes and services with young people exposed to anti-social behaviour as target. The implementation of these demonstration programmes will be supported by a national campaign that will disseminate messages concerning the importance of

³⁶ 2011-2012 Pakistan Economic Survey.

³⁷ 2011 Pakistan's Labour Force Survey.

providing employment options to prevent and/or counter anti-social behaviours. The Project is structured around the following two immediate objectives:

Immediate objective 1: The government and the social partners adopt and implement a national youth employment strategy.

Related outputs:

- Based on the national youth policy, an evidence-based national youth employment strategy developed and implemented with policy measures focused on the five priority areas of the 2012 ILC Resolution
- A network of young Pakistani leaders and agents of change established and advocating decent work for youth.

Immediate objective 2: Young Pakistani men and women living in two provinces obtain gainful jobs through participation in targeted programmes.

Key outputs:

- Two provincial youth employment action plans formulated and in line with the national youth employment strategy)
- A profiling system developed to match disadvantaged youth with employment opportunities
- Provincial training and small enterprise development authorities improved outreach to at-risk youth.
- Two comprehensive provincial programmes on training for rural economic empowerment delivered to disadvantaged youth.
- A national campaign on job creation, employability and rights at work for youth implemented with the media and other social networks.

3. Comparative advantage

The ILO will build on its previous experience with technical cooperation projects in the country. In particular, the proposed project will apply the lessons learned from the Training for Rural Economic Empowerment (TREE) approach that was implemented under a technical cooperation project in Pakistan during the period 2003-06. The project offered an integrated package of services for employment generation and poverty alleviation and fostered income generation and local economic development by providing the target groups with skills and knowledge, post training support and access to credit. The tracer studies and impact assessment conducted by the project showed that out of the 3,000 participants, 1,078 being women, about 50 per cent were in self-employment, 31 per cent in salaried work and 12 per cent in apprenticeships programmes. Only six per cent of participants were still looking for work after participation in the programme.

4. Partners and beneficiaries

The ILO will draw on existing partnerships and collaboration with governments, employers' and workers' organizations, and community-based organizations. Strong links with the media will be used to disseminate messages among both youth and supporting organizations.

In particular the following groups will be targeted:

- Young women and men at risk of anti-social, intolerant and militant behaviour in Pakistan
- Federal Ministries of Planning and Development, Economic Affairs and Statistics, Human Resource Development and Human Rights
- Employers' Federation of Pakistan and Pakistan Workers' Federation
- Provincial Departments of Planning and Development; Labour; Youth; Women Development; Statistics; and Provincial Technical Education & Vocational Training Authorities

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promoting youth employment in rural areas
Location:	Sri Lanka
Duration:	36 Months
Lead Office:	ILO Sri Lanka
Budget:	USD3 million

1. Background and justification

In Sri Lanka, youth unemployment stands at a rate of about 19 per cent (Labour Force Survey - LFS): this is four times higher than the overall unemployment rate which rests at about 5 per cent (2012 LFS). The proportion of unemployed youth is highest in rural regions. Given the lack of opportunity to train for labour market-oriented occupations, young people living in rural areas may find themselves trapped into a cycle of low skills, under-employment and poor quality jobs. Due to poor infrastructure, poor educational facilities, and a lack of qualified teachers, the plantation sector in rural areas offers low-income employment opportunities. On average, only 38 per cent of primary graduates of plantation schools enrol in post-primary education, compared with 80 per cent of young people in non-plantations schools.

Poverty, lack of education, as well as substance abuse such as alcoholism among plantation workers, have provided the push factors for sending youth to urban areas or overseas in pursuit of low-skills jobs.³⁸ Capacity building can help service providers and young people themselves secure decent work and move out of poverty.

2. Project strategy

The 2012 ILC resolution and previous project experience in Sri Lanka frame the strategy. The project will embark on a multi-pronged approach that includes developing skills strategies with a view to supporting sectoral policies and resulting in higher skills and better jobs. The project's overall objective is: vulnerable young women and men have access to more and decent work.

Immediate objective 1: Skills of teachers in plantation and rural schools strengthened to facilitate smooth transition from school to work.

Related outputs:

- Teachers trained to deliver basic education for the school to work transition.
- Tools developed to increase learning outcomes of disadvantaged youth.

³⁸ Daily wage for a tea estate worker is US\$ 2.12 (female) and US\$ 2.93 (male). Central Bank of Sri Lanka, Annual Report 2005.

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- Master trainers trained to deliver youth-friendly basic skills for livelihood packages.
 - Basic-skills programmes for youth implemented
 - Strategic partnerships strengthened to deliver comprehensive life skills packages.

Immediate objective 2: Decentralized public employment services (PES) improved to facilitate transition from school to work.

Related outputs:

- The capacity of district Public Employment Services (PES) strengthened and staff trained to deliver youth-friendly employment services
- Tools developed for contextualizing PES packages³⁹ targeting vulnerable groups
- Key service providers trained to deliver youth-friendly PES packages and conduct cascading training as master trainers of the subjects

Immediate objective 3: Vulnerable youth placed in supervisory jobs that break gender and social stereotypes particularly in the plantation sector.

Related outputs:

- Young women and men provided with key competencies for supervisory positions
- Young women empowered with life skills to handle traditionally male positions
- Apprenticeship programme developed in collaboration with the private sector
- Plantation jobs modernised to support retention of youth from the plantation
- Plantation training improved to ensure upward mobility of young workers
- Regional plantation companies strengthened to mainstream rights-based innovative youth employment programmes as a strategic corporate intervention for decent work

Immediate objective 4: SIYB trainers have improved and enlarged coverage of services for young entrepreneurs.

Related outputs:

- Market assessment completed on potential market opportunities, and value chains for self-

³⁹ Manuals and how to face interviews, communication techniques and other soft skills related tools so that all youth get a minimum standardized package – to ensure unevenness in service provision.

employment, medium small enterprises and wage employment identified

- 60 SIYB trainers trained/re-trained
- Entrepreneurship training tools for youth developed/adapted and reproduced
- SIYB YE trainers certified and conduct cascading training for young entrepreneurs
- Owners of businesses with youth employment potential trained on SIYB
- Linkages forged to ensure access to start-up capital by disadvantaged youth
- Advocacy programmes conducted amongst micro-finance institutions to support youth entrepreneurship programmes mainstreaming ‘green’

Immediate objective 5: Improved knowledge base on youth employment.

Related outputs:

- Baseline/endline studies undertaken and disseminated
- Awareness raised on labour rights amongst young workers, interns and apprentices.
- Good practices and lessons learned collated and disseminated
- Knowledge sharing events and youth related events conducted/supported

3. Comparative advantage

The ILO in Sri Lanka has developed sound partnerships with tripartite constituents, including three key trade unions for plantation workers and private sector partners who own or manage plantations that steer the economy. Furthermore, the ILO Youth Employment projects in Sri Lanka, which focused on plantations and surrounding areas, has contributed to poverty reduction and has proven effective in helping youth in rural areas secure employment.

4. Partners and beneficiaries

Beneficiaries: Young women and men from the plantation sector and rural areas.

Partners: Ministry of Youth Affairs and Skills Development; Ministry of Labour and Labour Relations; Ministry of Education/Higher Education and the National Institute of Education; the Employers Federation of Ceylon; Trade Unions; the Plantation Human Development Trust; Members of the Planters’ Association of Sri Lanka; Chambers of Commerce; Industrial Development Board; SIYB Association of Sri Lanka; District and Provincial Secretariats.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promoting employment of young graduates
Location:	Vietnam
Duration:	3 years
Lead Office:	ILO Hanoi
Budget:	USD 3.7 million

1. Background and justification

In Vietnam, almost one third of the total population is made up of young people. With this vast ratio, it is crucial that young graduates become economically active. Currently, the country's education system including vocational education is detached from practical skills required in the world of work. Employers do not consider the skills attained in school relevant leaving young people with no jobs.

To address this challenge, the Government launched the National Strategy for Youth Development in Vietnam for the period of 2011-2020. The strategy outlines a multi-ministerial effort led by the Prime Minister. The Prime Minister has asked the Ministry of Labour (MoLISA) to propose a project in the contexts of: (1) vocational education and (2) employment counseling. To support efforts, ILO Hanoi proposes a project that encompasses these needs.

2. Project strategy

The ILO will support the Vietnam Ministry of Labour in designing and implementing effective models of youth employability service in the vocational education system of two selected provinces. The project strategy entails designing an employability service package for vocational training institutions consisting of three components: (1) Strengthened career guidance in cooperation with private sector associations, and introduction to entrepreneurship opportunities (2) A dialogue mechanism with business associations to design improved training curriculums and establish on-the-job-learning practices, and lastly (3) a self-employment/small-business management course.

The development objective of this proposal is: Employment status of fresh graduates of technical vocational education and training institutions improved by 75% in target provinces. The proposal is structured around the following four immediate objectives:

Immediate objective 1: Students in target province receive career guidance from vocational training institutions that provide youth with reliable and practical information about opportunities for employment in companies and through entrepreneurship.

Related outputs:

- Support for the design and establishment of improved career guidance practice provided to 90% of training institutions

Immediate objective 2: TVET students study more relevant curricula and have access to improved internship/apprenticeship opportunities, thanks to a dialogue mechanism between businesses and training institutions.

Related output:

- Opportunities for effective communication created between business and 80% of training institutions

Immediate objective 3: TVET students are better equipped to embrace the option of self-employment upon graduation.

Related output:

- Entrepreneurship training package for vocational schools developed

Immediate objective 4: Employability service model integrated in the national TVET strategy and related policies of MoLISA, and into the implementation of the Youth Development Strategy.

Related output:

- Employability service model tested in 7 further provinces through the ILO-GDVT SIYB network

3. Comparative advantage

Project implementation will be founded on the solid collaboration between the ILO and the Ministry of Labour, Invalids and Social Affairs (MOLISA), the Vietnam Chamber of Commerce and Industry (VCCI), business associations and their members.

ILO is supporting the Vietnam General Department of Vocational training (GDVT) and the vocational education institutions of Vietnam now have 17 ILO-trained master trainers who can deliver courses in SIYB (Start and Improve Your Business) to relevant staff vocational training institutions. Good practices resulting from the project will be extended to further provinces in Vietnam through this existing network of ILO-affiliated master trainers.

Interest to engage in close collaboration has been expressed to the ILO by both VCCI and GDVT, and requests for facilitation given to ILO country office.

4. Partners and beneficiaries

Beneficiaries: The project will benefit directly the Vietnam General Department of Vocational Training, provincial and local vocational training institutions in the target provinces, and national and local business associations. Ultimate beneficiaries of the project will be young graduates from technical vocational training institutions and Vietnamese companies.

Partners: Ministry of Labour, Invalids and Social Affairs (MOLISA), the General Department of Vocational Training (GDVT), technical vocation training colleges, schools and centers, Vietnam Chamber of Commerce and Industry (VCCI), business associations and their members, Vietnam General Confederation of Labour (VGCL); Ministry of Investment and Planning (MPI), Ministry Home Affairs (MOHA).

Implementing the Call for Action: Priorities of the European and Central Asian Region

1. *The youth employment challenge in Europe and central Asia*

Young people in Europe and Central Asia have disproportionately borne the brunt of the jobs crisis. This is being felt mainly in terms of unemployment and longer job-search periods, although longer-term impact also includes loss of lifetime earnings and human capital and detachment from the labour market for discouraged young workers. Particularly in European Union (EU) countries, a context of macroeconomic and fiscal imbalances has imposed austerity measures, which have constrained labour markets and mainly affected young people.

Across the EU, the youth unemployment rate jumped from 15 per cent in February 2008 to 22.8 per cent in September 2012. This regional figure, however, hides wide differences among countries, ranging from 7.6 per cent in Netherlands in 2011 to 54.8 per cent in the former Yugoslav Republic of Macedonia. In Turkey the situation is somewhat different. With the high rates of economic growth right after the peak of the global economic and financial crisis, the government introduced employment incentives and other measures against the negative impacts of the crisis. These include the coverage of the employer share of social security contributions when hiring young people. This has produced positive results and contributed to the decline of youth unemployment rate from 25.3 per cent in 2009 to 18.4 per cent in 2011. Although this is a positive result, it is still almost twice the unemployment rate which stood at 9.8 per cent for 2011.

Not all young people face the same risk of being excluded from the labour market. Young women, poorly educated youth, youth living in rural areas and in less developed regions are more likely to be unemployed than their counterparts. For example in Turkey in October 2012, the unemployment rate for young men was 15.9 per cent whereas for young women it was 22.2 per cent. The protracted growth in the number of young unemployed has also aggravated their long-term joblessness. In 2011, nearly one-third of all unemployed youth in the EU were without a job for more than 12 months. The crisis has also led to an increase in youth who are neither in employment nor in education or training (NEET) across the region. The NEET rate in the EU in the 15-24 age group was 12.9 per cent in 2011 (an increase of 2.1 percentage points from 2008), while in the 25-29 age group it reached as high as 19.8 per cent.

Another aspect of the youth employment challenge in the region is the high incidence of atypical forms of employment.: In the EU, some 42.5 per cent of all young workers were working in temporary jobs in 2011, more than one-third among them were in temporary employment because they could not find a more stable job.. Many young people across the region are facing difficulties in finding jobs because their skills do not meet labour market requirements.

One of the challenges affecting youth employment relates to national policies that usually concentrate on supply-side measures, mainly promotion of skills development for youth, while demand-side interventions to stimulate employment opportunities for young people are less frequent. Even when these policies exist, they often result in conflicting measures and goals, with an overall lack of coherence that limits their impact. Furthermore, the level of resources committed to tackle the youth employment challenge is often not sufficient, particularly for countries undergoing severe austerity measures.

Policies and programmes usually target the reduction of unemployment and the creation of training opportunities, with little focus being given to improving the quality of jobs and reducing the disadvantages facing specific groups of young people. For instance, in several countries in the region there is still considerable need for action to integrate young immigrants in the labour market

Despite high levels of unemployment, in the EU-27 there are about 4 million unfilled vacancies. This is symptomatic of the skills mismatch and of asymmetric information between jobseekers and vacancies. The mismatch is even more serious in some countries in South East and Eastern Europe and Central Asia. On the one hand, there are not enough high-skilled jobs for young university graduates and yet a high unsatisfied demand exists for technicians of all skill levels and skilled blue-collar workers. On the other, the quality of education and training is lagging behind the requirements of the labour market.

A recent analysis estimates that the share of young EU workers in the informal economy is about 17 per cent, compared to 7 per cent for prime-age workers (25-54 years). An analysis of informality among youth living in eight selected countries in Eastern Europe and the Caucasus showed that, in 2009, one-third of total youth employment was in the informal economy.

2 ILO's past and on-going cooperation on youth employment in the region

The work of the ILO in Europe and Central Asia can be summarized as follows:

- Policy advice and technical assistance was provided to governments and the social partners to improve the policymaking process and develop coordinated action around youth employment. For instance, reviews of policies and institutional frameworks affecting youth employment were conducted in the countries of South-East Europe, Moldova, the Ukraine and the Russian Federation. Advisory services were also provided to the tripartite constituents for the development of national action plans on youth employment (e.g. Albania, Serbia and Turkey)
- Technical assistance revolved around the strengthening of labour market information systems (e.g. Albania, Moldova and Serbia), the support in the implementation of institutional reforms affecting youth employment, especially of the Public Employment Service (e.g. in the countries of the Western Balkans) and in developing national programmes for youth employment. Technical cooperation projects on youth employment were carried out in Albania and Serbia, as well as in Kosovo.⁴⁰ Technical assistance has recently been provided to the Former Yugoslav Republic of Macedonia for the development of a National Youth Employment Action Plan.
- Youth entrepreneurship was promoted in Azerbaijan and Kyrgyzstan through the Know About Business (KAB) programme. A package of active labour market measures for disadvantaged youth was also developed with ILO assistance in Azerbaijan.

In terms of *knowledge development and dissemination*, the ILO developed a research programme in order to improve knowledge of youth labour markets on youth employment policies and programmes as part of Decent Work Country Programmes.

Advocacy initiatives involved the organization of a tripartite meeting of experts in 2007 to develop a sub-regional agenda on youth employment in the Western Balkans. Informal Ministerial Meetings between representatives of EU countries and of the other sub-regions were held on the side of the International Labour Conference in 2008 (to discuss young people's transitions to decent work in the Western Balkans) and in 2011 (to discuss the youth employment crisis in Eastern Europe). More recently, 11 national youth employment events took place between March and April 2012 to involve

⁴⁰ As defined by the UN Security Council Resolution 1244.

policymakers and young people in discussion on the youth employment crisis. There have also been ILO activities in Western European countries that involved for example disseminating knowledge and advocacy work around the launch of the Global Employment Trends for Youth. Advocacy initiatives were also undertaken through participation in hearings of Parliaments engaged in the development of youth employment and development agendas (Spain), National Councils of Economy and Labour (Italy), national associations of cooperatives (Italy and Portugal).

Co-operation also takes place at the regional level, for example at the annual ILO-EC high level meeting in December 2012 it was agreed that ILO and EC will cooperate on youth employment with regards the following areas: (i) reinforce cooperation on youth employment in particular as regards action in multilateral forums; (ii) exchange views and undertake joint research, as appropriate, on models for costs and impact of youth guarantees; (iii) explore possibilities of cooperation in the context of the European Alliance for Apprenticeships.

3. *Priorities for the implementation of the Call for Action in the region*

Six main priorities have been identified for the implementation of the Call for Action in Europe and Central Asia. These priorities will be tailored to national circumstances and based on social dialogue to ensure effectiveness and sustainability. It is however important to note that not all of these policies are necessarily appropriate or relevant to all countries.

Improve labour market information for evidence-based policy making. The focus on the transition from school to work has been an important innovation in analysis of the youth labour market. It has mostly been used in industrialized countries over the past three decades, and more recently has also been applied in middle- and low-income countries.⁴¹

Design inclusive employment policies. The role of employment policies is to improve youth employment opportunities by promoting the efficiency and equity of the labour market. Given that youth employment is dependent on the overall employment situation, policies to improve the employment prospects of young people are more effective if they are part of broader policies aimed at increasing aggregate demand. Appropriate strategies could channel substantial resources into priority sectors with high youth employment elasticity, which could have a substantial impact on employment generation. This is particularly the case when strategies include employment-intensive investment combined with human resources development and training.

Better targeting of youth employment programmes. As young people are a heterogeneous group and face different types of labour market disadvantages, an early identification of individual risk factors and of the determinants of labour market disadvantage, including through profiling mechanism, is of crucial importance to provide appropriate and effective employment assistance. Multi-component interventions that combine remedial education and training with work-experience programmes and job-search assistance, as well as incentives for employers to hire young workers, have proven to be more cost-effective than single measures.

Accelerate the reforms of education and training systems. Knowledge and skills are key elements of employment strategies in view of their impact in determining the employability and competitiveness of the labour force, and in influencing the investment climate of an economy. Education and training systems that equip young people with skills and work experience can be effective in easing their transition to decent work.

⁴¹ School-to-work transition surveys are being implemented in Armenia, the former Republic of Macedonia, the Russian Federation and the Ukraine. The same survey was conducted in Kosovo in 2006.

Provide employment services to young jobseekers. These include job-search assistance, career guidance and labour market information, which is carried out by public employment services (PES). PES provide young people with up-to-date information on job vacancies, register jobseekers, and facilitate their job placement by referring them to vacant jobs and organizing job-search courses and job fairs, among other things. Ensure these services are youth friendly, inclusive and innovative, thus increasing their effectiveness and outreach to young people.

Promote youth entrepreneurship and self-employment. Entrepreneurship and self-employment can provide career options for young people by unleashing their economic potential. Entrepreneurship components of youth employment policies should provide integrated packages that combine training, support services and access to finance. In the case of Turkey this would be with a particular focus on the transition to a green economy where it is felt there is a demand for green goods and services and therefore significant opportunities for business start-ups by young entrepreneurs.

4. Conclusions

The region is proposing a focused approach with work in two priority countries: the Former Yugoslav Republic of Macedonia (FRYOM) and Turkey. This would allow expanding its technical assistance programme that is ongoing in several countries. For instance, the ILO has just received funding for a regional youth employment programme in CIS countries. This support is the result of a public-private partnership between the ILO and Lukoil. In some countries of the Western Balkans other than FYRoM, the Office is providing support through existing technical cooperation activities.

Advisory and other services in the countries of the EU will be secured through other partnerships and also through the global proposals contained in the technical cooperation portfolio. This will mainly consist in the reviews of policies for youth employment and in the assessment of the effectiveness of labour market programmes, including youth guarantees.

The two concept notes reflect the priority assigned to youth employment in the respective countries. The two proposals are aligned with the critical area of importance. For both these proposals the ILO has a real added value in terms of its privileged relationships with the tripartite constituents, technical knowledge and experience of the world of work in these countries and previous work on youth employment in these countries. The proposals take a multi-pronged approach to tackle specific youth employment issues in the respective countries. The proposed work will form part of the ILO's overall strategic approach in the region and will adhere to the ILO's outcome-based work planning system. By focusing resources on selected countries in the region, real results can be achieved in terms of youth employment issues and the wider decent work agenda.

List of Proposed Projects

Title	Geographical coverage	Budget(US\$)
Youth employment promotion in the former Yugoslav Republic of Macedonia	Former Yugoslav Republic of Macedonia	1,500,000
Decent work for youth: Supporting the implementation, review and update of national youth employment action plan	Turkey	2,000,000
TOTAL		3,500,000

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment promotion in the Former Yugoslav Republic of Macedonia
Location:	The Former Yugoslav Republic of Macedonia
Duration:	2 years
Lead Office:	Decent Work Team and Country Office for Central and Eastern Europe
Budget:	US\$ 1,500,000

1. Background and justification

The Former Yugoslav Republic of Macedonia has made considerable progress in terms of economic development, democratic reforms and integration into global economic markets in the last decade. Such reforms reversed the negative trends of the early 1990s, characterized by contracting Gross Domestic Product and declining industrial output and employment. Strong economic growth led to an expansion of the private sector, an increase in domestic demand and inflows of foreign direct investments. Despite these progresses, employment remains a pressing challenge especially for the younger cohorts.

Despite increasing educational attainment, most young people in the country face problems in making a smooth transition from education to work due to the mismatch between education outcomes and labour market requirements. It is estimated that approximately 40 per cent of all workers are employed in occupations not aligned to their educational attainment. A worrying aspect of the transition from school to work is the still large share of young people neither in school nor in employment, comprising more than one fourth of the young population – e.g. over 81,000 youth.

The Government of the Former Yugoslav Republic of Macedonia recognizes that addressing the youth employment challenge requires coordinated and concerted action over a number of policy areas such as economic and fiscal policy, enterprise development, education and labour market policy. The Government and its social partners developed, with the assistance of the ILO, the Macedonian Action Plan on Youth Employment 2015. Among its strategic objectives and outcomes, pursuing the promotion of full, productive and freely chosen employment for young people, are: strengthening the (youth) labour market governance system; enhance youth employability; foster youth employment through private sector development and ensure the labour market inclusion of disadvantaged youth.

2. Project strategy

The aim of this proposal is to increase the effectiveness of labour market and other institutions, including the employers' and workers' organizations, in implementing, monitoring and evaluating the attainment of the youth employment targets set by the National Action Plan on Youth Employment and provide technical assistance in the implementation of integrated active labour market programmes targeting disadvantaged youth.

The proposal is structured around the following immediate objectives and related outputs:

Immediate objective 1: The capacity of labour market institutions to implement the National Action Plan on Youth Employment and to design, monitor and evaluate targeted measures for youth employment is strengthened by the end of the Project.

Related outputs:

- Coordination framework, including the composition of the Steering Committee, established and operational;
- The capacity of labour market institutions (staff of the MLSP and NEA) to design, monitor and evaluate targeted youth employment measures strengthened;
- The capacity of the social partners to mobilize action on youth employment built;
- A package for the design, monitoring and evaluation of gender-sensitive ALMPs targeting youth developed and used by the MLSP and the NEA;
- A Youth Employment Fund established by the MLSP and the NEA.

Immediate objective 2: An integrated package of active labour market programmes aimed at enhancing the employability and improving employment prospects of young people is successfully piloted by the end of the project.

Related outputs:

- Programmes linking training to employers' requirements, providing work experience and targeting disadvantaged youth designed and implemented in selected occupations that are in demand;
- A range of employment services, including labour market information, employment counselling and career guidance and job placement tailored and made available to disadvantaged groups;
- A set of employment creation programmes to improve labour demand for young people – including employment subsidies and employment intensive public works and community services – developed and implemented as part of the comprehensive package of ALMPs;
- Entrepreneurship promotion programme for disadvantaged youth – including access to information and training, as well as financial and non-financial services – developed and implemented.

3. Comparative advantage

The comparative advantage of the ILO in this field centres on the knowledge base it possesses on the development of youth employment policies and programmes, on labour administration and capacity building of its constituents. The ILO has already implemented similar projects in other countries of South Eastern Europe, with appreciable results.

The ILO has already been requested by the Ministry of Labour and Social Policy to provide technical advice in the drafting of the National Action Plan on Youth Employment as well as to conduct a performance measurement of active labour market programmes implemented in the period 2007-2010. Finally, the Ministry expressed the needs to acquire the necessary expertise to carry out impact evaluation of active labour market policies.

A new partnership between the ILO and the MasterCard Foundation has been formed to address the crisis and promote decent work for young women and men, covering, among other countries, the Former Yugoslav Republic of Macedonia.

4. Partners and beneficiaries

Beneficiaries: Ministry of Labour and Social Policy, National Employment Agency and the social partners (direct recipients). Disadvantaged young people in the former Yugoslav Republic of Macedonia will be the ultimate beneficiaries of this project.

Partners: A Steering Committee will be established: Labour Market Unit, Ministry of labour and Social Policy; National Employment Agency; employers' organization; trade unions; representatives of the donor agency.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Decent work for youth: Supporting the implementation, review and update of national youth employment action plan
Location:	Turkey
Duration:	2,5 years
Lead Office:	Country Office for Turkey
Budget:	US\$ 2,000,000

1. Background and justification

Youth unemployment is one of the main structural problems in the Turkish labour market. Compared with the unemployment rate of 9.8 per cent in 2011, the unemployment rate for youth was at 18.4 per cent in the same year. In 2011, the labour force participation rate of women was recorded as 28.8 per cent, which is very low compared with the labour force participation rate of men at 71.7 per cent. The overall rate of informal employment is 42.1 per cent and jumps to 58.3 per cent among young workers. In 2010, more than 49 per cent of young men were out of labour force, compared with more than 73 per cent of young women. Nearly 30 per cent of young women in the age group 15-24 were out of labour force as they were engaged in unpaid family work.

Major challenges affecting youth employment in Turkey can be summarized as follows: i) weak linkages between education, training and the labour market and lack of well-targeted active labour market policies (ALMP); ii) high informality among young people; iii) significant disparity between the labour force participation rates of young women and men; iv) lack of access to finance for youth and of quality entrepreneurship training opportunities; v) little provision of youth-targeted and inclusive employment services, particularly for disadvantaged youth (e.g. young workers in the informal economy, youth with migrant background and youth with disabilities).

In order to implement the priorities of the Call for Action as they relate to the Turkish context, it is proposed to mainstream the provisions of the national youth employment action plan in national frameworks and employment policy through social dialogue with a view to ensuring effective policy coherence across economic, employment, education and training, and social protection policies.

2. Project strategy

At institutional and policy development level, the overall strategy of the proposed project addresses strengthening the institutional capacity of constituents in mainstreaming youth employment and incorporating youth employment targets in the NYEAP in broader national development plans, strategies and actions. At intervention level, the proposed project envisages the development and delivery of innovative and inclusive public employment services targeting vulnerable youth to increase their labour market participation and access to decent work opportunities. Another component aims at enabling potential young entrepreneurs, especially those willing to engage in economic activities relating to the green economy, to access quality entrepreneurship training, start-up finance through public and private funding mechanisms and other support services.

The project includes the following three immediate objectives and related outputs:

Immediate objective 1: The capacity of constituents to mainstream youth employment in the development of national policies, strategies and action plans is enhanced.

Related outputs:

- An inter-institutional policy task force (PTF) established and operationalized through capacity development support;
- A guide on “mainstreaming youth employment in national development plans and national strategies” produced;
- Toolkits to guide youth employment policy making, implementation and review at provincial and national level developed;
- “Greenpreneurship” training model and training kit development.

Immediate objective 2: The capacity of the employment service to develop and deliver inclusive and innovative public employment services is strengthened.

Related outputs:

- “Youth counselling units” in 5 ISKUR provincial offices piloted;
- “Toolkit on accessing vulnerable youth” developed, piloted and disseminated to ISKUR’s counselors in 81 provinces;
- “Toolkit for individualized counselling for vulnerable youth” developed, piloted and disseminated to ISKUR JCs in 81 provinces;
- “Good practices” of inclusive employment services are compiled, printed and disseminated to all ISKUR provincial offices.

Immediate objective 3: Young people are enabled to access quality entrepreneurship training, finance and innovative support services.

Related outputs:

- “Greenpreneurship for Youth” training module – including pre-training support, training and post-training mentoring components – developed and piloted with the participation of 600 young people (at least 50 per cent young women);
- “Greenpreneurs marketplace” (an online platform for trainees to exchange information and experience among each other and with their mentors) established and fully operational;
- “A step by step guide” to replicate “Greenpreneurship for Youth” training module in other Provinces developed and disseminated;

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- A mobile application (via Android and iOS platforms) of “Greenpreneurship for Youth” training module developed and used by young people.

3. Comparative advantage

Together with other three UN Entities, the ILO has recently completed the implementation of a joint programme on youth employment and migration. This was done through an intensive policy dialogue with wide range of government agencies, the social partners and universities. The Ministry in charge of employment, the National Employment Agency and the social partners are willing to scale up the results of the joint programme in partnership with the ILO. Moreover, the extensive knowledge and experience of the ILO on entrepreneurship and enterprise development at global and local levels will play a distinctive role in designing and delivering youth training packages targeting young people in Turkey.

4. Partners and beneficiaries

Beneficiaries: Labour Ministry and the Public Employment Service (direct recipients) and more than 12 millions of young Turkish aged 15 to 29 (ultimate beneficiaries).

Partners: Ministry of Labour and Social Security, Turkish Employment Organization, employers’ organizations and trade unions, youth organizations, universities and business organizations.

Implementing the Call for Action: Priorities of Latin America and the Caribbean

9. *The youth employment challenge in Latin America and the Caribbean*

In 2011, there were 104 million young people aged between 15 and 24 in Latin America and the Caribbean (LAC). According to the 2010 report of the ILO “Youth and Decent Work”, of the total number of youth in the region, approximately 46 per cent work and 47 per cent study. About 13 per cent of them are engaged in work while studying. One in five young people in the region is neither in employment nor in education or training (NEET).

Unemployed youth account for about eight per cent of all young people in their working age. The youth unemployment rate in the region is 14.6 per cent, making young people accounts for 44 per cent of total unemployment.

But not all young people have access to equal conditions. Young women and youth in rural areas are the most affected by unemployment and precarious employment. Although the educational level of women slightly exceeds that of men, young women have a significantly lower participation rate (43 per cent versus 64 per cent for men), higher unemployment (17 per cent for women compared to 11 per cent for men) and lower income. As for the 23 million young people living in rural areas in this region, one of the most serious problems affecting them is the lack of adequate education and training, making it difficult for them to find a decent job. About 46.8 per cent of young people in rural areas are poor, compared with 25.5 per cent of young working poor in urban areas, and the majority (51 per cent) is employed, compared with 22 per cent in urban areas (ECLAC 2010). In addition, it is estimated that young people from the largest population group with decent work deficits.

Around 67 per cent of young workers are in precarious employment and do not share the same advantages as adults in terms of social protection. Only 37 per cent of young people have health and pension insurances, i.e., 10.8 percentage points less than the older population, and this is three times worse for rural youth. Furthermore, working conditions and wages of the vast majority of young people are limited.

Although quality of employment of prime-age workers improved in the period 2000-07, the quality of youth employment worsened during the same period. This is evidenced by increased levels of informality among young workers. The lack of decent work opportunities for young people is causing high levels of violence and insecurity in many countries in the region. In some of them, half or more of the young people would leave their country if given the opportunity to work abroad. All of the above presents a major challenge for public policy in a period that some analysts describe as “the decade of Latin America.”

In general terms, and with many variations across countries, the region has experienced significant economic growth over the past years. This has had a significant impact on the reduction of poverty.

While the region has a demographic advantage, it also needs to improve productivity of young workers. It is important for governments to take full advantage of the demographic “dividend” by harnessing youth employment through public policies. It is imperative to act now as it is estimated that the labour force will start ageing.

10. ILO's past and on-going cooperation on youth employment in the region

In LAC, the issue of youth employment has become particularly important, not only due to the ongoing youth employment crisis, but also because of the advocacy work done by several organizations, including the ILO, that has led countries to assign political priority to the creation of jobs for young people. Over the past years, the ILO has organized and contributed to several, both national and regional, forums on youth employment.

The Sixteenth American Regional Meeting of the ILO (2006) adopted the Hemispheric Agenda for the promotion of Decent Work for the period 2006-2015. This Agenda includes the promotion of decent work for youth as a priority and establishes the commitment to "promote better training and improved labour market entry of young people", with the goal of reducing by half the percentage of NEETs. Some of the most important areas of intervention that have been part of the work of the ILO in the region include:

- Advisory services to member States on policies and programmes to stimulate job creation and influence aggregate demand. These policies include economic policies and growth policies to promote entrepreneurship and self-employment, as well as job creation programmes in the public sector;
- Technical assistance for the formulation and implementation of policies and programmes to ease the transition from school to work, including technical and vocational education and training, active labour market policies (e.g. wage subsidies, tax exemptions and career guidance). Technical assistance was also provided for the formulation of labour policies to improve the quality of youth employment, including through extension of social protection.
- Policy advice in the areas of workers' protection, promotion of respect for international labour standards and strengthening of social dialogue on youth employment to ensure greater participation and representation of the interests of young workers.

More specifically, and among other things, with the financial support of Spain, the ILO developed between 2007 and 2011 the project Promotion of Youth Employment in Latin America (PREJAL), with the distinction of being one of the pioneering projects in the field of the public-private partnerships. From 2008 to 2012, the ILO implemented, along with other agencies of the United Nations, Joint Programmes on Youth Employment and Migration⁴² in Costa Rica, Nicaragua, Honduras, Ecuador, Peru and Paraguay. (In the case of Peru, for example, a result was the development of the Action Plan on Youth Employment (2009-2012) that identified a number of priority actions to address youth employment challenges and established a national tripartite committee involving youth that oversees the implementation of the Plan. Of the 370,000 beneficiaries, more than 260,000 disadvantaged young people have benefited so far from the mentioned National Action Plan).

School-to-work transition surveys⁴³ are being undertaken in Brazil, Colombia, El Salvador, Peru and Jamaica. These surveys are a key element that will anchor initiatives towards the development and improvement of youth employment in Latin America.

⁴² Under the framework of the MDG-F (Millennium Development Goals Fund)

⁴³ Under the framework of the project Work4Youth financed by MasterCard Foundation.

11. **Priorities for the Implementation of the Call for Action in the region**

In line with the ILC Resolution the above-mentioned past and on-going assistance, the region has set the following priorities:

Employment and economic policies to promote youth employment, including through the development of fiscally-sustainable plans that are adopted by the government with the participation of the social partners.

Support in the development of youth employment strategies that are more effective and based on a better understanding of the transition from school to work. Due to limited labour market information, further analysis of the main labour market indicators, disaggregated by sex, is needed. At the same time the Office aims to provide technical assistance to statistical institutes and ministries of labour for the development of indicators to establish (regular) analyses of the transition of the youth labour market and develop national capacity to produce trends analyses of national youth labour markets.

In the area of **youth employability and labour market policies**, the Office will support policy reforms to align education and training with labour demand, the development of employment programmes and employment services to ease youth transitions to decent work. This includes the expansion of opportunities for technical and vocational training and the strengthening of employment services. Special attention will be paid to labour market policies that target young workers in the informal economy and assist them in the transition to decent jobs, as well as to programmes that reach young people who are detached from the labour market.

In relation to **entrepreneurship and self-employment of young people**, the priority is to increase productivity of self-employment initiatives for young people living in rural areas through the promotion of sustainable micro- and small-sized enterprises, including through workplace learning.

Finally, in the area of **rights for young people**, the priorities are to promote employment policies that expand the coverage of social protection to young people – especially to internal migrant workers - and are supported by tripartite mechanisms for social dialogue on youth employment.

These priorities will be implemented in close partnership with governments, the social partners and other actors, including the UN System, regional banks. Given the wealth of knowledge and expertise available in the region, the Office will support the establishment of South-South cooperation platforms to foster policy learning and exchange of experience. This will also contribute to collect and analyse information through the ILO's global inventory on youth employment policy. The Office will support the establishment of multi-country and regional peer review processes on youth employment policy. Country-level partnerships will be expanded with various partners, including the UN Country Teams with which the ILO has partnered in the region for the implementation of joint programmes on youth employment and migration. A main priority is to promote employment and decent work for youth through the United Nations System by coordinating work with other Agencies at regional level, as well as regional development banks and other partners. Finally, the ILO will advocate for employment and decent work for youth as a priority of the regional agendas of LAC.

12. Conclusion

Based on the information presented in the previous sections and the priorities of the Call for Action as they apply to Latin America and the Caribbean, the Regional Office, Decent Work Teams and Country Offices have developed a set of proposals that addresses the gaps between these priorities and requests by constituents, on the one hand, and on-going assistance, on the other. The proposals consist of:

i) a regional project that aims to strengthen the institutional capacity to formulate, implement and evaluate policies and programmes for youth employment. The proposal includes national interventions in 12 countries and aims to formulate and adopt strategies and/or national action plans, strengthen and adapt national employment services and develop, in collaboration with the private sector, programmes for labour market entry, especially targeting disadvantaged youth.

ii) three sub-regional proposals. One for the countries of Central America that aims to contribute to peace-building processes and security by targeting socially-excluded youth. A second proposal for the Andean countries focuses on the implementation of the Andean Employment Network with the aim to interconnect the available jobs of each of the countries as well as to promote a common mechanism for the certification of skills. The third proposal involves the Caribbean Countries and is designed to improve the capacity of three countries to develop youth employment policies and to establish administrative procedures for the implementation of youth employment programmes.

iii) three national proposals. One for Brazil for the implementation of the national agenda on decent work. Another for Bolivia that aims to promote youth employment in rural areas. A final proposal for Peru to tackle economic and employment exclusion among youth living in rural areas.

List of Proposed Projects

Title	Geographical coverage	Budget (US\$)
Regional programme for the promotion of decent work for youth in Latin America and the Caribbean	Regional	12,000,000
Inclusion of youth decent work as a key component of peace building and citizen security in Central America	Sub-regional	4,000,000
Promoting labour market inclusion of Andean youth	Sub-regional	2,600,000
Youth employment in the Caribbean	Sub-regional	1,500,000
Rural youth employment in Bolivia	Bolivia	2,400,000
Reconciling education, employment and family life in the context of Brazil's national decent work agenda for youth	Brazil	1,200,000
Rural youth employment in Peru	Peru	2,500,000
TOTAL		26,200,000

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Regional programme for the promotion of decent work for youth in Latin America and the Caribbean
Location:	Latin America and the Caribbean (LAC)
Duration:	4 years
Lead Office:	ILO regional office (Lima), sub regional offices and country offices
Budget:	Total: US\$ 12,000,000 (Regional and sub-regional budget: US\$ 2,000,000 and 10,000,000 for national components in 12 countries)

1. Background and justification

The region has benefited from significant economic growth (even if countries have been affected by the global economic crisis) that has to some extent favoured a substantial poverty reduction. At the same time as the region has a demographic advantage it also needs to improve productivity of young workers. These three things can be harnessed to advance the agenda of decent work for young women and men. It is today important for governments to take full advantage of this window of demographic opportunity through public policies that encourage youth employment, and it is imperative to act now. After 2025, it is estimated that the labour force will age. If the region does not take advantage of the opportunities provided by the workforce now, it will be more difficult to generate the income needed to care for a larger population in the future.

While economic growth in the region has been profitable for those who have the qualifications and skills demanded unemployed youth account for about 8 per cent of all young people and the youth unemployment rate is 14.6 per cent, which accounts for 44 per cent of all unemployed. But not all young people have access to equal conditions. Young women and youth in rural areas are the most affected by unemployment and precarious employment. In addition, the lack of decent work opportunities for young people is causing high levels of violence and insecurity in many countries and in some, half or more of the young people would leave their country if given the chance. All of the above presents a major challenge for public policy in a period that some analysts describe as "the Latin American decade."

2. Project strategy

The development objective of the proposal is to contribute to the development and improvement of decent work for youth in LAC. The proposal is structured around the following four immediate objectives:

- At the end of the project, evidence-based knowledge on the extent and characteristics of the youth employment situation with social indicators disaggregated to formulate policies and programs on the subject will be made available.
- At the end of the project, the ILO constituents will give priority to youth employment and the implementation of action plans for youth employment, through social dialogue and regional cooperation mechanisms.
- At the end of the project, the countries of the region will have action plans, programs and

legislation to promote youth employment and decent work for young people, with a gender perspective.

- At project completion, decent work opportunities for vulnerable youth (unemployed, underemployed, in self-employment), particularly women, will have increased as a result of active labour market policies and public-private initiatives for labour market entry.

Related results (region, sub region and national)

Results	Region	Sub region	National
Proposed strategies and action plans with a gender focus, based on evidence, formulated and discussed with the social partners and youth agencies.	X		X
Development and implementation of a Youth Labour Market Information System in LAC	X		
Key actors trained to design and implement action plans on youth employment.	X	X	X
Established a mechanism for mutual learning and knowledge sharing on youth employment among ILO constituents	X	X	X
School-work transition surveys and guidelines for the formulation, monitoring and evaluation of youth employment programs undertaken	X		X
Communication Strategy implemented.	X	X	X
Relevant regional and sub-regional organisations (ITTA, PARLATINO, OIJ, Social Labour Commission of MERCOSUR, the Southern Cone Labour Observatory, Central American Integration System, the Andean Community of Nations) sensitized and trained on the issue of youth employment.		X	
Social partners with enhanced capacities to achieve national, sub-regional or sectoral level tripartite agreements, through effective social dialogue that prioritizes decent work for young people, incorporating youth and considering the situation of young women's inequality in the labour market.		X	X
Proposed changes to the regulatory framework in order to ensure the promotion of decent work for young people and reduce discrimination by sex and age.			X
Strengthened the technical capacity of the Public Employment Services (PES) to meet the specific demands of the youth population.			X
Education systems and vocational training in target countries strengthened to provide activities and skills that meet the needs and particularities of the youth labour market			X
Experiences developed and training focused on "a decent work path" for youth, through public-private partnerships undertaken.			X

3. Comparative advantage

Many of the countries in LAC have in recent years (2005-2012) developed important policy measures, with varying success, to promote decent work for youth in order to cope with the large and particular challenges of youth employment. In addition, recent results of interim and final evaluations of projects youth employment, developed by ILO, Latin America and the Caribbean, have shown a strong impact in terms of policy and institutional changes, as well as their contribution

to the creation of employment and decent work for young people.

4. Partners and beneficiaries

Beneficiaries: Young people in LAC.

Partners: ILO constituents, national (public and private) employment services, national training institutions, other UN agencies, civil society engaged in youth employment issues.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Inclusion of decent work for youth as a key component of peace building and citizen security in Central America
Location:	El Salvador, Costa Rica, Guatemala, Honduras, Nicaragua, Panama and Dominican Republic
Duration:	4 years
Lead Office:	ILO decent work team and country office for Central America, Panama and Dominican Republic
Budget:	US\$ 4,000,000

9. Background and justification

Central America, Panama and the Dominican Republic register a cumulated unemployment rate of 7.7 per cent. Vulnerable employment concerns 50 per cent of young workers. Thus, 2,7 million young people in this sub-region face employment issues. In addition, 30 per cent of youth coming from urban areas aged 15 to 24 are neither studying nor working. Without decent work opportunities, most vulnerable young men and women will continue to look for income opportunities and a sense of social belonging in activities related to crime and illegal circles. This significantly affects social cohesion, peaceful coexistence and democratic stability. This is the reason why improving decent employment prospects for youth – through technical training for high-demand occupations, efficient labour intermediation and youth entrepreneurship promotion – has become a sub-regional priority.

Given the shared reality and the on-going policy development, in Central America, Panama and the Dominican Republic, a regional project is needed both to meet national needs and take advantage of horizontal cooperation among targeted countries in order to exchange actions undertaken, lessons learned and good practices.

10. Project strategy

The proposal is based on a review of the specific barriers faced by young people in Central America, Panama and the Dominican Republic accessing decent work, with a special focus on peace building.

The development objective of the project is to better insert excluded young people into the labour market, through a decent work approach, in order to contribute significantly to public safety and peaceful coexistence, and facilitate youth social integration. The project is structured around the following four immediate objectives:

Immediate objective 1: Excluded young people better integrated in more high-demand occupations (Direct beneficiaries: 5,000 young people).

Related outputs:

- Occupations with a high demand for youth employment identified in collaboration with the private sector;
- Improved access to training of young people for high-demand occupations generated

through a financial support programme (money transfer during the training period);

- Technical and vocational education and training adapted accordingly and strengthened.

Immediate objective 2: Public employment services (PES) are able to better assist excluded young people in getting a job (Beneficiaries: 11,800 young people).

Related output:

- Tools created to enhance PES staff capacity to properly attend young people;
- Computer equipment made available;
- Processing of information improved;
- Effective personal and social support provided to excluded young people.

Immediate objective 3: Young people get comprehensive support to set up productive micro-business projects (Beneficiaries: 620 microenterprises and 3,100 young people).

Related outputs:

- Entrepreneurship training offer expanded and entrepreneurial culture developed;
- Productive micro-business projects promoted and selected;
- Technical support modalities (incubators, career guidance, coaching, etc.) generated;
- Financial support modalities generated;
- Outcomes monitored and evaluated;

Immediate objective 4: Institutional actors have the capacity to design and implement national action plans for youth employment particularly reaching out to socially-excluded young people (Beneficiaries: 120 specialists and other project counterparts).

Related outputs:

- Human resources' capacities built;
- Technical assistance for programme development strengthened;
- The coordination of efforts between institutional actors supported;
- Knowledge and successful practices exchanged between participating countries ("peer to peer");

-
- Monitoring and evaluation of all the objectives supported.

11. Comparative advantage

The ILO's link with its constituents, along with its close relation with vocational training institutions, represents an asset for the projects' implementation.

At the Central American level, the ILO has been a key partner to provide technical support for youth employment projects/programmes and has been a key actor designing actions in this field.

Thanks to the 3 interagency programmes on youth, employment and migration, non-violence and culture of peace, the ILO acquired know-how in these fields across the sub region.

Within the decent work country programmes in Costa Rica, Guatemala and Honduras, the promotion of youth employment is considered as a priority.

12. Partners and beneficiaries

Beneficiaries: vulnerable and excluded young people are the main beneficiaries. The Project can reach out to 20,000 young people (even more if budget increases).

Partners: Ministries of Labour, Ministries of Education, as well as institutions dealing with family allowance and vocational training. Other partners and beneficiaries include workers and employers organisations, authorities in charge of poverty reduction and municipalities that become key actors during the implementation process. In addition, cooperation with productive sectors is needed to identify and define required training profiles.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promoting labour market inclusion of Andean youth Andean
Location:	Member countries of the Andean Community of Nations (Bolivia, Colombia, Ecuador and Peru).
Duration:	3 years
Lead Office:	ILO sub-regional office for the Andean Countries
Budget:	Total budget: US\$ 2,600,000

9. Background and justification

The member countries of the Andean Community of Nations (CAN) – Bolivia, Ecuador, Colombia and Peru – experienced significant growth over the last years. Despite the crisis, they all report an average annual growth rate superior than 5 per cent.⁴⁴ However, the rapid economic development has neither translated into an increase in the youth employment rate nor in an improvement of youth employment quality.⁴⁵ Although unemployment rates among young people are dissimilar in these countries, they average 14 per cent in total, which amounts to triple the unemployment rate of adults. Among the total unemployed population, two out of three are young people aged 15-24. This situation generates discouragement and frustration, leading to significant emigration flows between the countries of the CAN.

One of the most serious problems faced by young people in these countries is the lack of institutional services that help them find a job and improve their employability. The Public Employment Services are neither developed enough nor adapted to the particular situation of young migrants. Also, the consequent mismatch between the education system outcomes and the labour market demand further complicates young people's entry into the labour market.

Thus, during the XIV Advisory Council of Labour Ministers of the Andean Community that took place in Lima in November 2012, the CAN governments signed the Lima Declaration in which they agreed on:

- The implementation of the Andean Employment Network, "RED ANDE", which will work as a public "job bank" that interconnects with the "job banks" of all 4 countries.
- The development of a Labour Competency Certification mechanism within the CAN members called "CERTIANDINA".

10. Project strategy

The proposal aims to increase and improve the opportunities for labour market insertion of young

⁴⁴ In 2011, Bolivia's economy grew 5.2 per cent, Colombia 5.9 per cent, Ecuador 7.8 per cent, and Peru 6.9 per cent.

⁴⁵ The CAN member countries tally a total of 26 million of youth aged 15 to 29.

people aged 15 to 29 in the CAN member countries (number of direct beneficiaries: 5'000 youth). The proposal is structured around the following three immediate objectives:

Immediate objective 1: The labour intermediation of Andean youth is facilitated through the creation of an effective Andean Public Employment Service.

Related outputs:

- The services – labour intermediation, job search assistance, career guidance - offered in the CAN member countries identified and homogenized;
- The public employment services of the CAN member countries are unified through the Andean Employment Network "Red ANDE", in order to improve the access to regional employment-related and labour market information.

Immediate objective 2: Young people increase their employability thanks to the certification of labour competencies, "CERTIANDINA", issued by vocational training institutions or entities registered in "Red ANDE".

Related outputs:

- Labour competencies of young people certified directly;
- Labour competencies of young people certified indirectly according to two modalities: face-to-face or virtual. This includes a capacity-building programme responsive to labour market needs prior to the work experience evaluation.

Immediate objective 3: Integral and centralized strategies promote increased employment opportunities for Andean young people.

Related outputs:

- CAN youth employment policies formulated and adopted by corresponding governmental authorities;
- National sectorial policies for youth employment formulated and adopted by corresponding governmental authorities;
- Regional/departmental youth employment and labour migration policies formulated and adopted by corresponding governmental authorities.

The RED ANDE and CERTIANDINA will enable a free and effective exercise of the labour migration rights. All Andean citizens will have access to job offers issued in the region and be able to get their competencies acquired through work experiences within the CAN credited, thus increasing their employability and strengthening their labour prospects.

11. Comparative advantage

The ILO office assisted the preliminary process of the discussions held in the XIV Advisory Council of Labour Ministers of the Andean Community, and attended the Labour Ministries Meetings of this community space, highlighting that both RED ANDE and CERTIANDINA represent tools that will enable all Andean citizens to be treated as nationals in the integrated Andean labour market.⁴⁶

The work already done by the ILO to institutionalize labour migration management in the Andean countries, through the programme Migrandina and specific focus on Youth Labour Migration, both valued by the Labour Ministers during the Employment Conference in 2012, will be crucial inputs for the Programme.

12. Partners and beneficiaries

Beneficiaries: The Andean youth population living in their respective countries and those who are migrating between Andean countries.

Partners: The Programme will be implemented in coordination and alliance with tripartite ILO constituents, other specialized agencies of the United Nations system and the CAN as main partners, and the governmental sector dealing with employment and education of the four CAN member countries.

⁴⁶ The article 10 of the 545th decision, Andean Labour Migration Instrument, provides for equality of treatment and opportunities for all Andean migrant workers within the Community space.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment in the Caribbean
Location:	Belize, Barbados, Bahamas, Jamaica, Santa Lucia, Surinam, Trinidad and Tobago
Duration:	4 years
Lead Office:	ILO decent work team and office for the Caribbean
Budget:	US\$ 1,500,000

1. Background and justification

Due to the global financial crisis, the favourable economic and employment growth rates the Caribbean region has enjoyed since the mid-nineties have tapered off. Although some countries of the Caribbean may have recorded improvement in their GDP performance over the past years, austerity measures remain in place across the region and the labour market has experienced severe deterioration. Young Caribbean's have been most affected. In most countries, the youth unemployment rate is twice the national unemployment rate, which account for 20 per cent or more of the population. Moreover, there has been increased precariousness among youth employment opportunities, even for young graduates. Those who succeed in finding work are often hired (almost exclusively) in entry level jobs or become active in the informal sector. Many remain under-employed and suffer a general lack of social protection coupled with inappropriate working conditions. As a consequence, the number of "discouraged youth" increased rapidly, adding to the crime rate that continues to plague a number of countries in the region.

In order to improve the prospects for young Caribbean's there is a critical need to increase the capacity to design youth employment policies and programmes in the region.

2. Project strategy

Development objective: more young men and women have access to productive employment, income opportunities and decent work in the Caribbean region. The proposal is structured around the following four immediate objectives:

Immediate objective 1: ILO constituents are able to formulate and implement effective national public policies that promote decent work for young people.

Related output:

- Studies conducted on the political situation and recommendations on the development/improvement of youth employment policies and programmes formulated;
- Instruments and tools developed to support the implementation of national youth employment policies and programmes;
- The institutional capacity of key decision makers strengthened to effectively implement

youth employment policies and programmes, through the provision of tools, guidelines ,technical assistance and the organization of policy-making workshops;

- Integrated and time-bound youth employment National Action Plans with measurable outcomes developed;
- Social dialogue strengthened and partnerships with the private sector established to effectively implement youth employment national action plans.

Immediate objective 2: Youth that are unemployed, underemployed and in transition have an increased access to Income-generating activities.

Related outputs:

- Entrepreneurial programmes developed;
- Public - private partnerships established to introduce Job Creation programmes.

Immediate objective 3: Young people, particularly the most vulnerable groups, are properly assisted in their job search thanks to the provision of adequate data and labour market trends analysis (including both formal and informal economy).

Related outputs:

- National Statistical Institutes across the Region strengthened through the establishment of appropriate tools that adequately measure and regulate youth labour market indicators. This will be supported by the ILO Labour Information System for Latin America and the Caribbean (LMIS);
- Global sharing databases developed and published through web-pages;
- Ministries of Education and educational institutions strengthened to match educational system outcomes with labour market needs;
- TVET reformed to be in line with the review of the CARICOM Strategy for TVET;
- Horizontal cooperation promoted to strengthen the National Employment Service to provide more and better services (career guidance, labour market information, etc.) to young people;
- Partnership between employers' organizations and governments established to support a better ad equation of labour market demand and supply.

Immediate objective 4: Young Caribbean's are aware of their rights and International Labour Standards

Related outputs:

- Awareness raising campaigns launched;
- Labour rights module included in school curricula;
- Pilot programs to promote rights at work implemented.

3. Comparative advantage

The ILO will be able to build on the experience of the Decent Work Team and Office for the Caribbean that has significantly contributed to tackling youth employment in the region in the past year.

In April 2012, the Regional Office constituted a Working Group which comprised of Specialists from all the offices in the region, in order to establish a road map and coordinate, optimize and urgently respond to the "call for action" by the ILO. The Working Group has since established a work plan in accordance with the Monitoring Plan (2012-2017) adopted at the last meeting of the Governing Body.

The ILO has at his disposal tools such as KAB and SIYB that will be useful when implement the project.

4. Partners and beneficiaries

Beneficiaries: Young Caribbean's.

Partners: Organizations of employers and workers at regional, sub-regional and national levels, National Statistical Institutes, Ministries of Labour, Ministries of Education and educational institutions, Commonwealth secretariat, CARICOM, the Organization of eastern Caribbean States, relevant agencies of the UN system, the LMIS, the Inter-American Centre for Knowledge Development in Vocational Training, public and private sectors.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Rural youth employment in Bolivia
Location:	Bolivia (Santa Cruz and Beni)
Duration:	4 years
Lead Office:	ILO regional office in Lima
Budget:	Total budget: US\$ 2,720,000 Funds requested from the ILO: US\$ 2,450,000 Funds requested from other partners (Government and enterprises): US\$ 270,000

1. Background and justification

In Bolivia, rice, along with other crops, such as wheat, maize and potatoes, are the main source of food for the population. Their domestic production is a priority in order to ensure food security. The rice industry is one of the priority sectors for the Bolivian government. Proof of this is its decision to increase the investment in this sector over the next 10 years ("Public Investment Prioritization Strategy of the Ministry of Productive Development and Plural Economy", Bolivia 2012).

In the rice industry, 50 per cent of employees are young people, aged 18 to 30 years. However, while there are a large number of young people employed in this sector (with a high percentage of women), there is a lack of employment sustainability and decent jobs, as well as a mismatch between young rice farmers' skills and market demands. Moreover, the sector is not sufficiently prepared to maximize its great ability to create new jobs.

During the International Labour Conference (ILC) in 2012, member States referred to the need to address youth employment challenges under a multidimensional approach taking into account the diversity and uniqueness of each country was reaffirmed. Following the ILC conclusions and in response to the requests of the Bolivian Government and the Vice-Ministry of Employment, Civil Service and Cooperatives, the "Rural Youth in Bolivia" project was developed. This project was conceived as an integrated answer of the ILO, with emphasis on the rural sector and the production, processing and marketing of rice.

2. Project strategy

The project will be based on an analysis of the youth employment situation in Beni y Santa Cruz, a comprehensive review of youth employment policies and programmes and the identification of strategic options to develop the rice sector and other employment-intensive activities in the two selected areas.

It will be developed in close collaboration with the Bolivian Employment Support Programme to facilitate the match between labour supply and demand, through the provision of a training subsidy, equivalent to a salary or a salary and a half, during 3 months to young rice producers that will set up their business or already established one.

Development objective: The project aims to improve the capacity of the rice sector to

create and strengthen employment opportunities for young people, matching their labour skills with the sector's requirements.

During its implementation phase, the project will reach out to 33.000 young workers of the rice sector, among which 18.000 are indigenous. At the end, the actions undertaken are expected to benefit at least 6000 young people and their family.

Immediate Objective 1: Association capacity of young rice producers is enhanced.

Immediate objective 2: Productive integration of young rice producers is promoted

- Associated young rice producers connected with local purchasing companies;
- A model of inclusive extension services support developed and implemented;
- Initiatives to strengthen the long-term integration of young producers in the production chain supported through a grant fund that ensure their effective access to markets, capacity-building services, vocational training, quality technical assistance, formal credit, technologies and certifications, among others.

Immediate objective 3: The jobs created in the rice sector are sustainable.

- Ethical trade principles of international purchasing companies (corporate social responsibility) applied;
- The establishment of trade agreements and / or meetings between Bolivian companies and international buyers or national public companies is facilitated to ensure that youth rice farmers' products' access to domestic and international markets and generate sources of decent and sustainable employment opportunities.

Immediate objective 4: Young people develop new initiatives and diversify their production.

- The provision of diverse services and products derived from rice and other economic activities that add value to the project's intervention areas strengthened;
- Young entrepreneurs targeted by a series of interventions focusing on rural economic development in areas such as rural tourism, gastronomy, ecological production and e-commerce among others.

Immediate objective 5: Young rice producers' interests are better represented in economic, social and professional consultation spaces at local and national levels.

- Dialogue fostered between young producers' organizations, employer's organizations and local and national governments.

3. Comparative advantage

The project will build on ILO's extensive experience in improving skills of young entrepreneurs, using methodologies and tools such as Start and Improve your Business (SIYB), Training Needs Analysis, Managing your agricultural cooperation (My.COOP).

4. Partners and beneficiaries

Beneficiaries: The project will benefit young workers and entrepreneurs, specialist and professionals in the rice sectors in the regions of Santa Cruz and Beni.

Partners: The project is a joint initiative between the private sector (rice companies and cooperatives, Chambers of Agriculture of Santa Cruz and Beni, national FOs), worker's organizations (COB and affiliates) and the public sector (Ministries of Labour, Employment and Social Security, Ministry of Productive Development and Plural Economy, Ministry of Rural Development and Land).

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Reconciling education, employment, and family life in the context of Brazil's national decent work agenda for youth
Location:	Brazil
Duration:	2 years
Lead Office:	ILO office in Brazil
Budget:	US\$ 1,200,000

1. Background and justification

Positive labour market trends are underway in Brazil, such as historically low unemployment rates (an average rate of 5.6 per cent in 2012), a doubling of the minimum wage from 2000-2012 and rising formalization of jobs. However young people are not availing of these positive trends to the same degree as adults. Youth unemployment rates stand between three and four times those of adults, levels of informal work are higher and earnings are lower than for adults.

Vulnerable youth in Brazil face clear barriers to share in the gains offered by positive labour market trends and difficulties to access widening opportunities for vocational education and technical training. Decent work deficits are higher for vulnerable youth in situations that involve poverty, social exclusion, gender and racial discrimination and early parenthood (especially among young women, youth of Afro-Brazilian or indigenous descent, with low levels of education or living in rural areas). These vulnerable youth require urgent and focused policy attention and project interventions to ensure they do not miss out on opportunities for quality jobs in the future and that economic and social exclusion are not reproduced.

Many Brazilian youth struggle to reconcile studies with work and family responsibilities, with a notable lack of public services that could help to ease the burden, such as crèches for young mothers. Long working hours also pose an additional barrier to those that attempt to reconcile work with the other aspects of daily life. It is a crucial fact that 17 per cent of youth are responsible for their household (PNAD, 2009). Schools are usually not sensitive to the youth that need or want to work, obliging them to choose one or the other. This imbalance becomes more acute with young women and men that have family responsibilities, especially women that are pregnant or already are mothers.

Of particular concern, is the significant percentage of youth that are neither in employment, education nor training (NEETs). In 2009, a full 18,4 per cent of youth comprised the so-called NEETs. This situation is more intense among the Afro-Brazilian population (20.4 per cent), among female youth (24.8 per cent) and especially among young Afro-Brazilian females (28.2 per cent). Brazil's National Decent Work Agenda (NDWAY) provides a unique framework in which to spread the gains of its socially inclusive growth to vulnerable youth.

2. Project strategy

The main objective of the project is to strengthen the integration of public policies that promote decent work for youth with a specific focus on reconciling school, work and family life.

The project will consist of a multi-pronged approach that builds on existing experiences in the country and will address the development, implementation and monitoring of public policies, at the national and state-levels, under the framework of Brazil's National Decent Work Agenda for Youth. The ILO Office in Brazil will work closely with Social Partners and institutional stakeholders in this approach.

Immediate objective 1: Young people that face difficulties to reconcile school, work and family responsibilities have access to more and better jobs, school and vocational training opportunities.

Related outputs:

- Pilot project to reconcile vulnerable youth' work, school and family responsibilities designed, launched and implemented using active engagement with institutional actors and key stakeholders in the framework of the Bahia Decent Work Agenda;
- Good practices and effective political means of reconciliation identified;
- Project outputs and findings disseminated and discussed among key policy and practitioner stakeholders.

Immediate objective 2: Policy intervention outcomes meet the needs of NEETs.

Related outputs:

- Rapid diagnosis of the NEETs' situation conducted in two target municipalities to better identify their characteristics and needs;
- Survey designed to collect more accurate data through face-to-face interviews with a sample group of NEETs;
- Methodology developed to help NEETs access existing social policy support and labour market policies;
- Based on the identified methodology: pilot project is designed, launched and implemented in the two target regions using relevant ILO experience and best practices;
- Findings disseminated and discussed among key policy and practitioner stakeholders.

Immediate objective 3: The national decent work agenda for youth is implemented.

Related outputs:

- Lessons learned from the above pilot projects systematized and methodologies for the promotion of decent work for youth at the state level developed (potential to be disseminated and implemented within the country and at the regional level, through South-South cooperation mechanisms);
- Drawing on the two pilot projects, policy recommendations on the implementation of the Apprenticeship Law and of the National Programme for Access to Technical Education and Employment (PRONATEC) produced;
- State-level implementation capacity of these policies and programmes strengthened;
- Diagnosis of the situation of young people in Brazil developed;
- Expected results, targets and indicators of the Plan constructed on the basis of the above diagnosis;
- The tripartite National Decent Work Agenda for Youth consolidated through the development of monitoring mechanisms, including a National Plan.

3. Comparative advantage

The existence of a genuine tripartite policy commitment and a strong institutional framework to promote decent work for youth at national and state levels provide the ILO with a unique comparative advantage to boost quality labour market participation and skills development among Brazilian vulnerable youth and NEETs.

4. Partners and beneficiaries

Beneficiaries: Youth that participate in the labour market, but must reconcile multiple demands of school, work and family responsibilities, particularly vulnerable and discriminated groups (i.e. young women, Afro-Brazilians, indigenous youth and young parents); and the NEETs.

Partners: Government line Ministries and Regional Governments of Mato Grosso and Bahia; workers and employers organisations; national training institutions. In addition, the project will benefit from important synergies with other projects within the ILO Office in Brazil.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Rural youth employment in Peru
Location:	Peru (Piura and Cusco)
Duration:	2,5 years
Lead Office:	ILO country office for the Andean Countries
Budget:	Total budget: US\$ 2,500,000 Funds requested from the ILO: US\$ 2,000,000 Funds requested from partners (national and regional governments): US\$ 500,000

1. Background and justification

The economic and social context of Peru has been very positive in the past decade. The Peruvian economy has grown at an annual rate of 7 per cent since 2005 and the poverty rate went from 42.4 per cent in 2007 to 27.8 per cent in 2011 (ENAH0). However, not all Peruvians have profited from the country's growth. In particular, the 2.1 million rural youth, aged 15 to 29, experienced a severe economic and employment exclusion. The high rates of teenage pregnancy and school dropout result in low educational capital acquisition, which complicates their transition from school to work. Therefore, they are in a situation of high vulnerability and low productivity in the labour market.

In addition, opportunities for a successful career path with prospects for a good life are rare in rural areas of the country. This has encouraged many young people to migrate from their towns to cities, causing an accelerated process of "aging" in rural areas. Even if significant efforts to improve the situation of young people in the labour market were made, youth employment in rural areas has not been made a priority in public policy. However, economical context is favourable to tackle the youth employment challenge, particularly the school to work transition in rural areas.

2. Project strategy

The Rural Youth Pilot Programme is presented as a modification of the Programa Nacional Jóvenes a la Obra (formerly ProJoven) currently implemented by the Ministry of Labour and Employment Promotion. It is proposed to make a pilot experimental design in the regions of Piura and Cusco and complement the advances already done. Its overall objective is that 20 per cent of young people, between 15 and 29 years in rural areas of Cusco and Piura involved in the project, are inserted into the labour market through self-sustainable jobs. The proposal is structured around the following three immediate objectives:

Immediate objective 1: Rural youth in the targeted regions have access to skills and knowledge through information and communication technologies.

Related outputs:

- Training system using technological means through internet booths developed;
- Handbooks on the labour market situation and how to develop a business made available online;
- Vouchers for basic training offered.

Immediate objective 2: Young people who completed training and obtained good results are offered technical or skills training.

Related outputs:

- Additional hours of training are offered to young people who completed the first phase and obtained the best results in three skills areas: specific, labour and business;
- The skills acquired are evaluated by the beneficiary;
- Learning Practices are offered through three modalities.

Immediate objective 3: Young people are linked with entrepreneurial activities in the most developed areas of the region and receive advice on family or individual business training.

Related outputs:

- Family or individual entrepreneurship promoted;
- Technical assistance in business training offered;
- Access to means of production increased;
- Processing and marketing with emphasis on the process of “generational transfer” (inheritance) of legal ownership of land or other assets. Seed Capital Funds (including public-private) created.

After evaluating the results of the Young Rural Pilot Programme, a national policy on rural youth employment will be formulated and implemented.

3. Comparative advantage

Employment promotion exists in almost all United Nations Development Assistance Frameworks and Poverty Reduction Programmes in the countries of the region.

The implementation of the project would use ILO’s experience in the promotion and improvement of skills of young entrepreneurs through validated methodologies tailored for different target groups.

4. Partners and beneficiaries

Beneficiaries: The rural youth population is the primary beneficiary.

Partners: The main partners of the proposal are tripartite ILO constituents including the Ministry of Labour and Employment Promotion, the Ministry of Social Development and Inclusion and Regional Governments of Cusco and Piura are the main partners.