



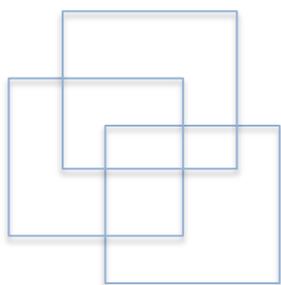
International  
Labour  
Organization



## **TRAIN-THE-TRAINER PROGRAMME**

## **ILO/ACFTU training workshop on youth rights at work**

Nanning, 3-4 December 2014

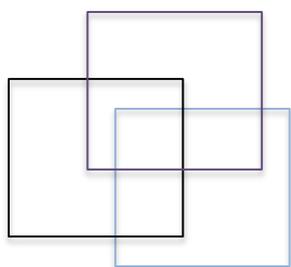




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# Train-the-trainer programme

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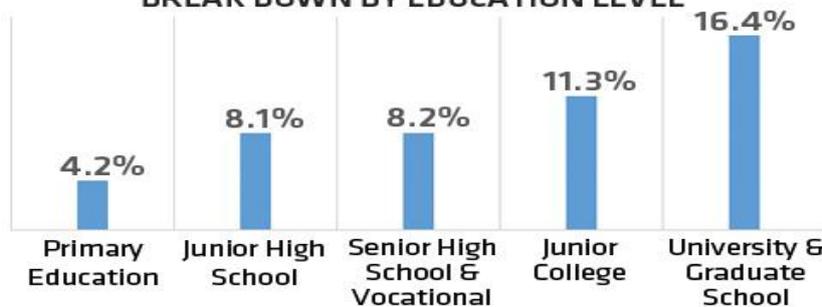
Nanning, 3-4 December 2014





Due to a rapid economic growth, China has become the second-largest economy in the world; however, such a development has not released the youth unemployment pressure. According to key ILO Labour Market Indicators (2013), the unemployment rate of young Chinese aged 15-24 was 9.7 per cent. In addition, the China Household Finance Survey (2012) revealed that the youth unemployment rate for young people between the ages of 21-25 increases with each additional level of educational attainment.

**UNEMPLOYMENT RATE FOR THE 21 TO 25 AGE GROUP  
BREAK DOWN BY EDUCATION LEVEL**



Source: China Household Finance Survey (2012)

Such challenges are attributed to China's economic development, largely dependent on export-driven manufacturing, construction, and capital intensive heavy industries; neither of which offer enough suitable jobs for young university graduates. Moreover, due to the reform of the 1997 tertiary education system, the country has experienced a rapid increase in the number of universities and university students. However, these universities lack initiatives aimed at enhancing the employability of students and don't provide them with adequate employment information. This makes it more difficult for graduates to find the jobs they desire.

## BACKGROUND

While unemployment remains an important concern, the low-quality of work is also a major problem. Low-skilled young workers with primary and lower secondary education, particularly young migrants from rural areas, can easily find jobs in the transport, building and catering sectors, especially in coastal provinces such as Guangdong, Jiangsu and Zhejiang, as well as in largest municipalities such as Beijing and Shanghai. However these low-skilled jobs are often characterised by low wages and poor working conditions. Young workers rarely have access to social security, such as unemployment insurance, work injury insurance and pension. These forms of decent work deficits create the risk of frustration among youth. This, in turn, can culminate in social unrest and threaten the cohesion of society.

In response to the youth employment challenge, the Chinese government and its social partners have developed a series of policies and programmes to support youth employment. These include vocational skills training for young migrant workers; entrepreneurship training and business start-up support for both young migrants and university students; internship and apprenticeship programmes for university students and graduates; and employment assistance to young people whose families endure poor living conditions. Additionally, the All-China Federation of Trade Unions (ACFTU), China's workers organization whose mandate is to safeguard workers' rights and interests and promote decent work for all, has actively participate in formulating policies on youth employment and in providing employment assistance to young people.

Against this backdrop, the International Labour Office has been called to support initiatives aimed at raising young people's awareness of their rights at work and develop effective actions to protect employment rights of young people.

The ILO has a long-standing experience in dealing with youth employment issues. In June 2012, the 101st International Labour Conference of the ILO adopted the Resolution "The youth employment crisis: A call for action", calling for immediate action to ensure that young people receive equal treatment and are afforded rights at work. It also requested governments to develop youth employment policies that take account of international labour standards. The Resolution also emphasized the need for increasing awareness about young workers' rights, including through the integration of rights at work modules in the curricula of education and training institutions.

In line with this Resolution, the ILO developed the training package *Rights@ work for youth: Decent work for young people* consisting of a guide for facilitators and toolkit that provide hands-on examples of recruitment practices and workplace situations. This package was developed by taking account of the extensive multi-country and multi-regional experience gained by the International Labour Office through the implementation of several technical cooperation programmes in Asia and the Pacific, Central and Eastern Europe, and Latin America and the Caribbean. Many of these programmes tested and developed activities to promote rights at work for youth and the principles contained in international labour standards. These programmes allowed young beneficiaries to gain knowledge and understanding of their rights and entitlements in the world of work.



The overall purpose of this training workshop is to strengthen capacity of trade unions and youth organizations to reach out to young workers with awareness-raising initiatives that aim to improve the conditions of work of young people.

The workshop will provide participants with skills and methodologies for conducting training sessions. It will enable them to integrate such events into the activities of their own institutions and, at a later stage, to roll them out to schools and training institutions.

Ultimately, the event aims to provide the ACFTU and All-China Youth Federation with tools and techniques to promote decent work among their respective constituencies.

In summary, the main objectives of the training are to:

- Provide tools and methodologies for the design and implementation of awareness-raising and learning events on decent work for young people;
- Establish a network of young leaders on rights at work.
- Discuss and agree upon an action plan to roll out the learning workshop within participating institutions and, at a later stage, among schools and training entities of China.

## OBJECTIVES OF WORKSHOP



## STRUCTURE AND CONTENT OF THE CAPACITY-BUILDING WORKSHOP

The programme will be structured around the following three components:

1. **Learning workshop:** A number of learning sessions will be delivered to provide: (i) the elements for adapting the ILO's guide "Rights@work 4 young people" to national circumstances, and (ii) the main techniques for the design and implementation of training workshops. These sessions will deal with the following topics:

- **Overview of labour market trends for and conditions of work of young people.** This session focuses on the main barriers faced by young workers in entering the labour market, and introduces fundamental principles and rights at work, including the concept of decent work and its implications for young people entering the labour market;
- **Key features of employment contracts.** This session covers the key features of employment contracts and the different forms they may take. It also provides examples of questions to be asked when negotiating the terms and conditions of work, and methods to deal with illegitimate demands;
- **Conditions of work and entitlements of young workers.** This session of the workshop introduces the main terms and conditions of employment, including pay, hours of work, social security and other rights and entitlements.

2. Development of an **action plan** to raise awareness on rights and work conditions of young people through the rollout of the training workshop within the concerned institutions representing workers and young people.

3. Establishment of a **network of young leaders** to promote decent work for youth and implement awareness-raising training and campaigns.



The workshop will use a participatory approach which will allow for the exchange of information and experience among participants and between participants and facilitators. It will be delivered through a combination of presentations, discussions and group activities to facilitate the exchange of knowledge and information and create a positive learning environment.

## METHODOLOGY

## PARTICIPANT'S PROFILE

The workshop is designed for trainers and young trade unionists of the ACFTU, as well as young leaders from the All-China Youth Federation.

The number of participants will be around 35.

The profile of workshop's participants includes basic knowledge of national labour legislation, - particularly on rights and conditions of employment - and main adult training techniques, as well as capacity to communicate by using youth-friendly language.

Validation of the training workshop will be done on a constant basis, through continuous feedback between the facilitators and the participants.

At the end of the workshop, participants will be asked to validate both the facilitation and organizational aspects of the workshop.

## VALIDATION

CAPACITY BUILDING WORKSHOP FOR YOUNG  
LEADERS ON RIGHTS AT WORK FOR YOUNG  
PEOPLE

Language: English-Chinese  
From: 3 December, 2014  
To: 4 December, 2014

TIME	DAY ONE	DAY TWO
9.00 - 10.00	<b>Opening remarks: Guangxi provincial TU, ILO, ACFTU</b>  <b>Participants introduction</b>	<b>Session 4: Conditions of work</b> Presentations <ul style="list-style-type: none"> <li>- ACFTU Social Protection Dept: youth rights to OSH</li> <li>- ILO</li> </ul>
10.00 - 12.15	<b>Session 1: Overview of labour market trends for young people, and fundamental rights at work</b> Presentations & group activities <ul style="list-style-type: none"> <li>- ACFTU: its actions to promote youth rights at work</li> <li>-ILO</li> <li>-All-China Youth Federation</li> <li>-ITUC</li> </ul>	<b>Session 4: Conditions of work (cont.)</b>  Group exercise ----- <b>Session 5: Practical advice to young people on rights and entitlements at work</b> Presentations <ul style="list-style-type: none"> <li>- ACFTU collective contracts dept</li> <li>- ILO</li> </ul> Group discussion
<b>10.30-10.45 Tea break</b>		
13.45 - 15.30	<b>Session 2: Key features of employment contracts (cont)</b>  -ACFTU legal Dept: Legislation on protecting youth employment rights -ILO presentation Group activity and discussion	<b>Session 6: Local experience-sharing</b> Introduction <ul style="list-style-type: none"> <li>- Local TU representatives</li> <li>- Local training schools</li> </ul> Group discussion
<b>15.30-15.45 Tea break</b>		
15.45 - 17.30	<b>Session 3: Social security systems</b> - ACFTU Research Institute: Chinese social security system to protect youth employment rights -ILO presentation Group activities and discussion	<b>Session 7: Future actions: developing an action plan to raise awareness on rights and conditions of work of young people, and network of young leaders on rights at work</b> ILO Introduction Group work & Presentations - <b>Validation and closure of workshop</b>





ALL-CHINA FEDERATION OF TRADE UNIONS

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