ILO policy responses and good practices on youth employment

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Access to **productive and decent work** is the best way young people can realize their aspirations, improve their living conditions and actively participate in society.
Global youth unemployment

Youth unemployment by region


<table>
<thead>
<tr>
<th>Region</th>
<th>Youth unemployment rate (%)</th>
<th>Youth male unemployment rate (%)</th>
<th>Youth female unemployment rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>World</td>
<td>14.5</td>
<td>12.3</td>
<td>16.8</td>
</tr>
<tr>
<td>Developed Economies and European Union</td>
<td>16.1</td>
<td>12.3</td>
<td>19.1</td>
</tr>
<tr>
<td>Central and South-Eastern Europe (non-EU)</td>
<td>18.2</td>
<td>13.5</td>
<td>22.0</td>
</tr>
<tr>
<td>East Asia</td>
<td>15.7</td>
<td>12.0</td>
<td>18.9</td>
</tr>
<tr>
<td>South East Asia and the Pacific</td>
<td>17.5</td>
<td>13.0</td>
<td>19.1</td>
</tr>
<tr>
<td>South Asia</td>
<td>16.5</td>
<td>13.0</td>
<td>19.1</td>
</tr>
<tr>
<td>Latin America and the Caribbean</td>
<td>25.3</td>
<td>21.7</td>
<td>29.9</td>
</tr>
<tr>
<td>Middle East</td>
<td>43.5</td>
<td>35.7</td>
<td>52.8</td>
</tr>
<tr>
<td>North Africa</td>
<td>34.7</td>
<td>29.3</td>
<td>43.3</td>
</tr>
<tr>
<td>Sub-Saharan Africa</td>
<td>13.7</td>
<td>11.8</td>
<td>16.6</td>
</tr>
</tbody>
</table>

• Young people have been disproportionately affected by the global crisis
• These trends have exacerbated earlier challenges
• Globally young people are on average nearly three times more likely than adults to be unemployed

Long term problem with long lasting effects

• The situation of youth may become unsustainable in some countries, representing a challenge for social cohesion.
Key labour market barriers for youth

Key barriers in the supply side
- Mismatch in technical skills
- Mismatch in non-technical skills

Key barriers in the demand side
- Slow job-growth economy
- Employer discrimination
- Inadequate job matching
- Poor signaling
- Lack of access to capital (financial, physical or social)

Source: ILO, Global Employment Trends for Youth, August 2010
Lessons learned from youth employment inventory: 289 interventions in 84 countries

- Lack of rigorous evaluation, especially with regards to impact
- Lack of cost benefit analysis
- Young people are a heterogeneous group: the importance of early identification of vulnerabilities
- Development of targeted ‘outreach’ strategies for vulnerable youth
- Employment counselling, an effective ALMM for youth
- Training programmes, which directly respond to labour market demands, with on-the-job training components
- Employment subsidies
1. Stimulate demand and create jobs for youth through pro-employment *macroeconomic policies*

2. Invest in *education and training* to enhance employability and facilitate the school-to-work transition

3. Improve labour market integration of young people through *targeted labour market policies*

4. Provide career options to young people by *supporting entrepreneurship and self-employment*

5. Ensure that young people receive *equal treatment* and are afforded *rights at work*
Policy responses for youth employment

Policy measures should be balanced and adapted to country-specific needs

Multi-pronged and balanced strategies for growth and job creation

Comprehensive packages of labour market measures targeting specific groups of young people

Apprenticeships, skills training and other work-training programmes

Platforms for exchanging knowledge and lessons of what works

Targeted youth employment action through tripartite consensus and time-bound action plans

Multiple services for entrepreneurship, social enterprises and cooperatives development

Employment services

Bipartite and tripartite cooperation
The ILO’s Youth Employment Programme

- Data collection on the nature and dimensions of youth employment, unemployment and under employment;
- Policy advice and capacity building for governments and employers’ and workers’ organizations;
- Technical assistance in formulating and implementing national youth employment programmes that focus on employment-intensive investment, skills development, youth entrepreneurship, access to finance and other targeted active labour market measures;
- Advocacy and awareness-raising activities to promote decent work for youth with a focus on employability, employment and workers’ rights;
- Strategic partnerships on youth employment
Thank you for your attention!