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GLOBAL YOUTH EMPLOYMENT FORUM 2019

TODAY AND TOMORROW WITH DECENT JOBS FOR YOUTH

Abuja, 1 - 3 August 2019

ACTIVITY REPORT

<i>The GYEF 2019 at a glance</i>	3
1. OVERVIEW AND OBJECTIVES	4
<i>I. Background</i>	4
<i>II. Participants</i>	4
<i>III. Forum's Objectives</i>	5
2. PROGRAMME OF THE FORUM.....	5
3. KEY TAKEAWAYS	6
4. MOVING FORWARD	9
Annex 1: Forum's Agenda	10
Annex 2: ABUJA YOUTH STATEMENT.....	14

The GYEF 2019 at a glance

The **Global Youth Employment Forum (GYEF) 2019** was organised in the framework of the ILO's Centenary celebrations of continuous work in promoting decent work and advancing social justice. Its central aim was to gather young people from across the globe to discuss youth labour market prospects and to seek their contribution towards the achievement of youth employment-related Sustainable Development Goals. Holding the GYEF 2019 in Africa also offered an opportunity to leverage the regional commitment to youth employment echoed in the African Union's Agenda 2063 and the Ouagadougou + 10 Declaration as well as recent action-oriented efforts such as the African Union Commission's "One Million by 2021" initiative.

The GYEF 2019 brought together over 200 young people from 65 countries. It used a tripartite format involving young government, workers' and employers' representatives. The United Nations Interagency Network on Youth Development facilitated the participation of civil society and UN affiliated youth-led groups.

Participants evaluated the GYEF 2019 very positively, highlighting the learning value of discussions and interactive sessions. It was strongly felt that the Forum was successful in providing a space for young people and ILO's tripartite representatives to engage, and to contribute to innovative thinking on youth employment policies and programmes. The Forum also provided a useful networking opportunity. During the event, participants established a Facebook group as a means to remain in contact in the future, and the Knowledge Facility on Decent Jobs for Youth launched at the Forum will allow further knowledge sharing among the Forum's participants as well as more broadly.

Importantly, the GYEF 2019 provided valuable insights and suggestions for future ILO action on youth employment. A tripartite drafting committee composed of young representatives produced an outcome document (referred to as the "Abuja Youth Statement") as a youth contribution to the advancement of the ILO's follow up to the Call for Action on Youth Employment for the period 2020-2030. The document highlighted required change and invited the ILO to collaborate more closely with youth in developing and emerging countries in implementing youth employment policies and programmes, noting that existing youth engagement mechanisms can complement the existing tripartite framework to promote universality and equity in access to decent work. The ILO is committed to a continued exchange with young people and their representative bodies in the quest for more and more appropriate solutions for decent jobs for youth.



<https://yef2019.ilo.org/>

1. OVERVIEW AND OBJECTIVES

I. Background

ILO's commitment to youth employment today amidst the prospect of uncertain future of work is embedded in its strong normative framework and its 100 years of experience in supporting member States in addressing this challenge. The economic crisis of 2008 brought the issue of youth employment to the fore as unemployment rates and labour market uncertainty soared in many countries. To address the crisis situation, world leaders reiterated their commitment to investing in young people, safeguarding their rights and securing an effective transition into decent work. At the International Labour Conference in 2012, ILO constituents adopted the Resolution "[The Youth Employment Crisis – A Call for Action](#)", and its follow up plan 2012-2019, which placed investment in youth employment at the top of national development agendas and provided guidance on how to improve youth's transition into decent work in the areas of: (i) Employment and economic policies for youth employment; (ii) Employability, including education, training and skills, and the school-to-work transition; (iii) Labour market policies; (iv) Youth entrepreneurship and self-employment; and (v) Rights for young people.

In 2018, these activities were the focus of a [High-Level Independent Evaluation \(HLE\)](#) which came up with a set of conclusions and recommendations for future ILO work. The HLE report noted that "The Call for action remains as relevant as ever", also noting growing demand of constituents for ILO support in promoting youth employment. The HLE recommended renewing the Call for Action, updating its messages and contents to address emerging issues for youth in a rapidly changing world of work.

As the seven-year time frame of the present ILO action plan on youth employment ends in 2019, this is an opportune moment for the Organization to recommit itself to renewed action in this area.

New insights and encouragement to invest further in promoting decent jobs for youth came from the ILO Centenary Declaration for the Future of Work adopted by the ILC in June 2019 which invited the Office to direct its efforts to "Developing effective policies aimed at generating full, productive and freely chosen employment and decent work opportunities for all, and in particular facilitating the transition from education and training to work, with an emphasis on the effective integration of young people". The Conference called upon all its Members to work individually and collectively, on the basis of tripartism and social dialogue, and with the support of the Office, to further develop its human-centred approach to the future of work.

To date, evidence-based advocacy have led to improved knowledge about what works in youth employment. Yet, more work is required to guarantee the scale, depth, and innovation needed to boost labour market outcomes of young women and men in a sustained manner and in a rapidly changing world of work. In moving towards this end, the perspectives of ILO constituents and aspirations and expectations of young people must be carefully addressed.

II. Participants

The Forum brought together over 200 people, mostly aged 18-29, from 65 countries, representing different regions, gender, ethnicities, and backgrounds. Participants included representatives from governments, social partners, UN and other multilateral organizations, private sector and foundations, civil society, academia and regional institutions.

Young participants were nominated by the following entities:

- International Trade Union Confederation (ITUC)
- International Organisation of Employers (IOE)
- ILO regional and country offices
- UN Inter-Agency Network on Youth Development (UN-IANYD)
- National committee assigned to select participants from the host country of Nigeria.

The participant group also included non-youth to stimulate an inter-generational dialogue as well as ILO and non-ILO experts working in the area of youth employment.



III. Forum's Objectives

The 2.5-day Forum served as a space to:

- Amplify youth voices, aspirations and expectations and invite perspectives of ILO constituents to chart a way for advancing the Call for action in the period 2020-2030; and in particular to issue a Youth Statement to guide future ILO action on youth employment;
- Understand the global drivers that are shaping the future world of work and solicit solutions and recommendations from young constituents on how to address the challenge;
- Reflect on sectors and occupations that will provide productive employment and decent work opportunities for young women and men, and the emerging challenges for youth labour market transitions;
- Facilitate an intra- and inter-generational sharing of experiences and knowledge on innovations, actions and partnerships boosting productive employment and decent jobs for youth along with gender equality, rights, standards, and voice and representation.

2. PROGRAMME OF THE FORUM

Pre-forum activities

To set the ground for an engaging event, the ILO organized the following activities prior to the Forum:

- Youth-moderated virtual discussions (webinars) in [French](#), [Spanish](#) and [English](#) on the themes of the Call for action, focusing the conversation on the following questions: What has worked, what hasn't worked, what are key emerging issues today and in the future?
- A social media campaign and video contest through the hashtag [#myfutureofwork](#) asking Forum participants to describe their ideas and values for how the future of work should be shaped.

Abuja Forum

The Forum itself (1-3 August) combined plenary sessions with panel discussions and interactive activities. All sessions were co-designed and led by young people. The Forum was held in English, with interpretation available in French and Spanish for selected sessions.

Among the Forum's innovative features:

- *E-moderation* allowed the Forum to engage young people beyond those present at the Forum, including a dedicated hashtag: [#yef2019](#)
- The *Share Fair* (a marketplace) provided a wealth of information on innovative practices accelerating youth labour market transitions.
- The *Media Zone on Decent Jobs for Youth* gave access to a new global [knowledge facility](#) launched by the ILO Director-General on the occasion of the Forum.

The facilitation of the Forum was led by two young moderators, Ms Sarah Bouchard, Cuso International and Mr Kehinde Babaniyi Ibiteye, Next Generation Summit Group.

Many of the Forum's sessions were livestreamed and the recordings can be viewed: [Day 1 morning](#), [Day 1 afternoon](#), [Day 2](#).

The Forum's agenda is presented in [Annex 1](#).



3. KEY TAKEAWAYS

TODAY AND TOMORROW WITH DECENT JOBS FOR YOUTH

- The 'political economy' of youth employment: There are strong concerns about the way politicians (and policy makers) have addressed or approached youth employment. Short-termism or 'politicization' has all too often led to temporary, short-lived, and number-oriented policies which often ended up with creating low-quality and precarious jobs. A longer-term perspective is required for sustainable solutions.

- Some improvements in employment numbers have nurtured political complacency in many parts of the world, but there are growing concerns about job quality issues: precariousness, temporary work, poor remuneration and working conditions, informality, etc. More efforts are needed to promote and protect the rights of youth. Creating decent jobs is a powerful way of tackling inequality.
- Climate change and migration are of great importance for youth, especially in Africa. Tackling these phenomena will require new economic systems.
- It will be essential to focus more on the demand-side of labour markets and to harness the employment potential in emerging sectors.
- Youth employability (with new emphasis on digital and soft skills) is key but there has been slow progress in educational reform, despite much rhetoric. There is a need to invest more in addressing skill-mismatches.
- Much more effort is needed in redressing gender imbalances in youth employment (pay gaps, access to training, labour market regulations e.g. maternity/paternity leave, amongst others).
- “We are all different”: There is a growing recognition of heterogeneity among youth and need for more targeted and strategic approaches.
- Broadened social dialogue and youth engagement should underpin policy-making. There is also a need to strengthen multi-stakeholder action and coordination for scaling up action and impact.

BOOSTING YOUTH EMPLOYMENT THROUGH STRUCTURAL TRANSFORMATION

- Structural transformation represents an important means to tackle youth employment challenges, but its gains must be distributed fairly. It is therefore paramount to focus on those sectors and activities that have high potential for job creation, while availing of mutually reinforcing labour market policies and social protection mechanisms to support people through world of work transitions.
- Youth-friendly solutions linked to structural transformation require reliable information (socio-economic profiling) and institutional capacity at the national and local level, in both urban and rural settings. Diagnosis and capacity building should also address gender issues in youth employment.
- How to ensure that structural transformation and the related sectorial strategies result in net employment gains, with due attention also given to job quality? The ratification and effective application of relevant international labour standards remain critical, and a collaboration among employment stakeholders is required. Countries need to create an enabling environment for increased youth participation and inclusive transformation.
- There are opportunities and options to boost youth employment in agriculture and the rural economy, but this sector must become more appealing to young people through modernisation, the adoption of value chain approaches, appropriate education and training, innovative forms of financing, and quality control and better access to markets, among others.
- Structural transformation can also be a vehicle for youth transition to the formal economy. Towards this end, it will be crucial to understand the realities and priorities of young informal entrepreneurs and workers.

A ‘COLOUR SPECTRUM’ FOR MORE AND BETTER JOBS FOR YOUTH

- Certain economic sectors offer important opportunities to absorb young workers, which applies for example to the *green* economy, the *blue* economy (relying on ocean resources and their sustainable use), the *purple* (care) economy, the *orange* economy (creative industries), and the *silver* (digital) economy. There are some common requirements for boosting decent jobs for youth in these sectors, including supportive legislation and economic policies, financial incentives, appropriate education and training (including skills accreditation), and the promotion and protection of youth labour rights.
- Linked to the above, some sector-specific aspects include: (i) There is a need for more and better care everywhere. At the same time, most care providers are undervalued/underpaid or unpaid. Care professions should be certified and be given the value they deserve; (ii) Creative industries represent a dynamic and exciting sector for young people. However, creative work does not fit in standard employment relationships, and is often characterised by precariousness and uncertainties. Issues concerning intellectual property rights (IPRs) must be addressed to clarify the status of creative workers as self-employed or employees; (iii) Fishing sector workers are among the most vulnerable. Blue professions are not valued, and can be abusive and dangerous. Unequal fishing is prevalent and there is a need to consider value chain aspects for a more equitable distribution of economic benefits within the sector; (iv) Green economy is the sector of the future, but carbon emissions are still on an upward trend. Societies must engage in a just transition to greener economies and climate neutrality, accepting that climate change is due to human activities. It is urgent to change consumption and production patterns, understanding and addressing the implications for work and job security.

LEVERAGING TECHNOLOGY TO ACCELERATE THE CALL FOR ACTION

- Young people are in a strong position to benefit from digital transformation that demands digital skills and leads to quality jobs and access to markets, networks, finance and information. An enabling environment is required to make that happen, entailing appropriate legislation and policies, availability and affordability of support services, sound capacity building strategies, and mechanisms to encourage innovation.
- Developments in ICT – Information and Communications Technology – as the name suggests, makes the collection and transmission of information much more efficient and cheaper. This opens up a world of new opportunities. For example, ICT can and has been used as a powerful tool to aid in the formalisation of employment, as it simplifies the registration of businesses, workers and transactions. It can also be used to create transferable social security accounts. ICT-facilitated crowd work – and more generally the gig and platform economies – have transformed some jobs, giving rise to a global labour market for young workers. Yet, at the same time, the issue arises as how such workers can unite with others spread around the globe to assert their employment rights. Moreover, there is often a lack of clarity as to what these rights may be and which jurisdiction applies. Similarly, how can a young crowd worker demonstrate, and thus benefit from, their on-the-job experience in addressing a prospective employer or trying to build a career progression?
- More broadly, what is the future of the platform economy? Is this the model to be generalised for the future – or will it remain a niche? If platform based work may facilitate a better work-life balance, it can also create a ‘digital proletariat’. The current situation is untenable and requires more clarity, regulation and harmonization. We must also facilitate a smooth transition from old to digital sectors in a life-long learning perspective, which entails complementary responsibilities of governments, employers and individual workers.

4. MOVING FORWARD

The existing strong international interest in youth employment is illustrated not only by an increase in country level demand for ILO support in this area, but also by the importance attached to the topic by international forums such as ECOSOC, G20, BRICS, the UN system and other multilateral organizations, regional banks and the private sector. In this context, the High-Level Independent Evaluation (HLE) carried out in 2018 of the ILO's Strategy and Actions for Improved Youth Employment Prospects recommended continued ILO action to address youth labour market issues and preparing young people for the future of work. At its 334th Session of October 2018, the Governing Body requested the Director General to take into consideration the recommendations of the HLE and to ensure their appropriate implementation. An adjusted strategy and sustained resource mobilisation effort for renewed action on youth employment have been listed among the elements of response to be offered by the Office.

Informed by the HLE, as well as by the more recent report of the [Global Commission on the Future of Work](#) (*Work for a brighter future*, ILO, Jan. 2019) and the [ILO Centenary Declaration for the Future of Work](#) adopted by the ILC in June 2019, the ILO and its constituents are currently reflecting on a new action plan for decent jobs for youth to cover the period 2020 -2030. This new plan will reflect current challenges, emerging issues and the type of opportunities discussed during the GYEF in Abuja; it will also be informed by the recommendations contained in the Abuja Youth Statement.

The ILO is committed to continue to play a leading role in promoting decent work for young people, guided by its rights-based mandate and in full respect of its tripartite character. Youth engagement is recognised by the Organisation - and will be promoted further - as an essential tool for better policy and programme making. It is hoped that the Forum and its overall outcome will contribute to strengthen communication among stakeholders, new engagements, and more effective forms of collaboration at various levels, towards producing larger impact in addressing youth employment challenges are instrumental in this sense, and will be taken into due consideration in developing the follow-up action plan 2020-2030.

Annex 1: Forum's Agenda

Day 1, 1 August 2019

SESSION 1: SETTING THE SCENE

The Call for Action on Youth Employment and the ILO Centenary Declaration

Mr Sangheon Lee, Director of the ILO Employment Policy Department

SESSION 2: OFFICIAL OPENING

Welcome remarks

Mr Dennis Zulu, Director ILO Abuja

Youth address

Ms Angela Maria Herrera Puyana, Universidad Nacional de Colombia

Opening remarks

Mr Guy Ryder, ILO Director-General

Special address

Boss Mustafa, Secretary to the Government of the Federation, Federal Republic of Nigeria

SESSION 3: TODAY AND TOMORROW WITH DECENT JOBS FOR YOUTH

Keynote speech: Ministry of Labour, Nigeria

Tripartite fishbowl discussion

- Moderator: Mr Saul Alejandro Zenteno Bueno, UN Major Group for Children and Youth
- Government: Ms Idélcia Mapure, National Association of Municipalities of Mozambique
- Employer: Ms. Neema Mbogo, Association of Tanzania Employers, Tanzania
- W: Mr Eduardo Magaldi, General Workers' Union, Spain

SESSION 4 : THE CALL FOR ACTION: WORKING TOGETHER FOR AND WITH YOUTH

Breakout groups: (i) Employment and economic policies for youth employment (ii) Employability, including education, training and skills, and the school-to-work transition (iii) Labour market policies (iv) Youth entrepreneurship and self-employment and (v) Rights for young people.

Day 2, 2 August 2019

SESSION 5: BOOSTING YOUTH EMPLOYMENT THROUGH STRUCTURAL TRANSFORMATION

Opening speech

Ms Cynthia Samuel-Olonjuwon, ILO Regional Director for Africa

Keynote speech

Mr Andrew Rugege, ITU Director for Africa

Tripartite fireside chat panel

- Moderator: Ms Carol Grzych, UN Major Group for Children
- Government: Ms Ana Catarina Fontes, Advisor to the Secretary of State for Employment, Ministry of Labour, Solidarity and Social Security of Portugal
- Employers: Mr Neil Don Orillaneda, Regional Affairs Coordinator, Employers' Confederation of the Philippines
- Workers: Ms Georgia Mensah, Youth Coordinator, ITUC Africa

SESSION 6: A COLOUR SPECTRUM FOR MORE AND BETTER JOBS FOR YOUTH

Presenter: Ms Sukti Dasgupta, ILO, EMPLAB Branch Chief

Breakout Groups

(i) Digital, (ii) green, (iii) lavender (care), (iv) blue and (v) orange (creative) economies.

Takeaways panel and perspectives

Mr Guy Ryder, ILO Director-General

SESSION 7: SHARE FAIR: YOUTH EMPLOYMENT SOLUTIONS (YES!)

SESSION 8: LEVERAGING TECHNOLOGY TO ACCELERATE THE CALL FOR ACTION

Presentation: Mr Niall O'Higgins, ILO, Senior Researcher

SESSION 9: PANEL DIALOGUE WITH DEVELOPMENT PARTNERS INVESTING IN YOUTH EMPLOYMENT

Moderator: Ms Jenni Jostock, International Trade Centre

Panellists:

- Ms Beccy Davies, Skills and Youth Employment Policy Adviser, DFID
- Ms. Ayobola Adedayo, Head, TEF Connect, The Tony Elumelu Foundation

- Ms Nadine Gbossa, IFAD Representative Nigeria
- Mr Ademola Adesina, Youth Employment Expert, African Union

DINNER

Hosted by: His Excellency Professor Yemi Osinbajo, SAN, Vice-president, Federal Republic of Nigeria

Day 3, 3 August 2019

SESSION 10: A ROADMAP TO 2030

Presentation of Abuja Youth Statement

- Government: Ms Ebiho Agun, Federal Ministry of Youth & Sports Development
- Employer: Mr Katlego Letsoalo, Minerals Council South Africa
- Worker: Ms Anna Fendley, AFL-CIO USA
- Civil society: Mr Peter Loewi, UN Major Group for Children and Youth
- Journalist: Ms Kristeena Monteith, Talk Up Radio

Intergenerational dialogue: perspectives on the roadmap

Moderator: Ms Sarah Bouchard, CUSO International

Panellists:

- Government young: Mr Farrukhjon Jurayev, Deputy Director of Information Center under the Ministry of Employment, Uzbekistan
- Employer young: Ms Peninnah Adjoa Akuffo, Customer Relations Officer, Ghana Employers' Association
- Worker young: Mr Marco Aristeo J. Gojol, Secretary General APL Youth, SECTRO, Philippines
- Government non youth: Mr. Ibrahim Robleh, Minister of Labour and Social Affairs, Djibouti
- Employer non youth: Mr Lameck Jaston, Regional Advisor for Africa, International Organization of Employers
- Worker non youth: Ms Fatou Thiam, International Education, Senegal

SESSION 11: LOOKING INTO THE FUTURE

High level panel

Moderator: Mr Kehinde Ibiteye Babaniyi, Next Generation Summit Group

Panellists:

- Ms Cynthia Samuel-Olonjuwon, ILO Regional Director for Africa
- Ms Sukti Dasgupta, ILO, Chief of EMPLAB Branch
- Mr Dramane Haidara, ILO Director for Cote d'Ivoire, Benin, Burkina Faso, Mali, Niger and Togo
- Ms Rosemond Offei-Awuku, African Development Bank
- Mr Peter Loewi, UN Major Group for Children and Youth
- Ms Kristeena Monteith, Talk Up Radio

Official Closure

- Mr Dennis Zulu, Director ILO Abuja
- Mr Sangheon Lee, Director of the ILO Employment Policy Department

Annex 2: ABUJA YOUTH STATEMENT

(Global Youth Employment Forum, 1-3 August 2019, Abuja, Nigeria)

Broad Framing

- Trends on youth un- and under-employment have been going in the wrong direction. We need systemic change. Business as usual is not working.
- The collapse of the traditional employer-employee relationship in the world of work today has undermined the tripartite mechanisms within the ILO. This disproportionately damages the economic prospects of young people. The recommendations from this document seek to ensure that young people can work with dignity and have their rights respected within new models of work.
- Young women are more likely to be under or unemployed or in the informal economy. Gender equality is essential to all of these recommendations.
- Recommendations and pillars made here do not stand alone, and are all required together, holistically, for systemic change.
- Similarly, recommendations in this document are not targeted at a single entity, and a whole of society and whole of government approach is required for their success.
- To advance this, the tripartite nature of the ILO must act as a foundation upon which decent jobs for youth are ensured. All recommendations, their implementation, and follow up and review must be developed in close collaboration with governments, workers, employers, and relevant stakeholders.
- The ILO must collaborate more closely with youth in developing and implementing programmes and policies to boost decent jobs for youth. The wheel should not be reinvented, but expanded upon; existing youth engagement mechanisms can complement the tripartite framework for youth consultation, ensuring universality and equity of access.
 - This may include convening regular consultations with youth representatives from government, employer and worker organizations and youth engagement mechanisms.
 - The ILO must ensure youth attendance and participation at all ILO meetings and events.
 - These recommendations are equally applicable at the local and national level as they are at the global level.
 - Do not include young people only when discussing youth issues, but also reach out for youth perspectives on mainstream issues. Young people must be taken as an equal partner, their strategies and recommendations prioritized, and youth consultations should not be used as a validation exercise¹.
- Major emerging issues:
 - Climate Change
 - Technology and digitalization

¹ The UN Major Group for Children and Youth's *Principles and Barriers for Meaningful Youth Engagement* is a useful resource in determining a long-term strategy for youth engagement and contributed to setting up the IANYD Youth Caucus.

- The right to disconnect is more than calling for a work-life balance: the rise of social media and individual data generation and collection is unjustly being used to control people even when they are not working.
- Migration
- Continued globalization

Employment & Economic Policies

- Implement policies with the goal of employment targeting as opposed to solely economic growth
- Shift to models for conditional foreign direct investment that requires training and education, local youth employment, decent jobs for youth, sustainability, and respect for local environment and culture
- Implement policies that redistribute global concentrations of wealth through taxation, public and private investment, and wage growth
- Implement policies which ensure the end of tax evasion and avoidance
- Direct investment for decent jobs for youth in the creative economy
- Promote macroeconomic policies that grow employment seeking to reduce greenhouse gas emissions, reduce consumption, and build resilience against climate change
- Ensure that supply chain policies create local value addition and decent jobs
- Ensure that trade policies and trade agreements do not incentivize exploitation of labour or the environment and seek to grow jobs in historically disadvantaged jurisdictions
- Develop trade policies that encourage diversification of local economies
- Implement policies for public procurement of goods from businesses that engage in good employment, community, and environmental practices
- Evaluate models of work in which businesses seek to avoid social and legal responsibilities to workers and jurisdictions

Employability, training and skills

- Develop mechanisms to certify and encourage the recognition of high tech, low tech, or indigenous tech knowledge and skills developed outside of formal education or training programs
- Develop mechanisms to formally translate skills, training, and certifications across jurisdictions to ensure that migrants have access to decent employment opportunities
- Ensure that general education and training has a strong focus on soft skills, critical thinking, and adaptability
- Ensure access to education as a means of and for social justice to enable participation in society and the exercise of rights
- Employer organizations must invest in training the existing and potential workforce
- Shift to a models of employment that fit jobs to individual youth, rather than requiring workers to fit a fixed model
- Create strong partnerships between governments, industry, academia, trade unions, and other social partners to ensure that traditional education and training programs keep pace with economic changes

- Promote models that shift the burden of resourcing education and training from youth as individuals to governments, businesses, and social partners.
- Expand access to existing training and education via technology
- Encourage hands-on learning through internships and apprenticeships that are consistent with young workers' right to a decent job

Entrepreneurship and self-employment

- Implement policies to prevent the mis-categorization of youth as entrepreneurs or self-employed when they are, in fact, unemployed or when work is directed by businesses or digital platforms such as the gig economy.
- Such mis-categorization is further complicated by emerging and alternative economies, and especially their overlaps, such as the creative economy, the digital economy, and the emergence of social media as a way to get paid. Regardless of categorization, all jobs must be decent, and all young people must have access to their rights.
- Raise awareness on reframing entrepreneurship as problem-solving rather than privatizing the public good.
- Reform immigration policies to support young entrepreneurs, regardless of country or citizenship
- Facilitate transformation from low-quality, low-productivity self-employment towards innovative, more productive entrepreneurship that creates decent jobs for other young people
- Invest in and create partnerships with entrepreneurs that outline viable business plans which include creation of decent jobs

Labour market policies

- Build competency within governments to develop structures for investment that grows long-lasting, decent youth employment
- Focus on migrants, rural youth, young women, youth with disabilities, indigenous, and historically disadvantaged peoples as priority groups for employment targeting policies
- Implement new policies to regulate working conditions in emerging work relationships that are not regulated by existing traditional structures (i.e. platform work and digital businesses)
- Implement policies to prevent the mis-categorization of workers
- Develop mechanisms to validate work experience in the gig or informal economy
- Implement policies that provide wages, social protections, and rights to individuals in the formal and informal economies (including the care and creative economies)
- Strengthen intellectual property rights for individuals, not just businesses
- Create migration policies that value individuals in more ways than based on the economic value of their work
- Implement policies that enable re-skilling consistent with the education and training pillar
- Create partnerships among governments and social partners to ensure high quality job standards across borders
- Evaluate methods for redistributions of work among populations to ensure broader dissemination of wealth if it is assumed that digitalization will bring job loss

Rights

- Ensure that employment policies provide youth with equal access to rights, wages, and social protections as a means to prevent creation of a sub-class of workers
- Guarantee the right to a decent job and freedom from exploitation
- Create global partnerships led by workers and employers organizations, governments, and other stakeholders to ensure that businesses observe workers' rights in all jurisdictions and supply chains
- Improve the existing social contract and ensure that existing rights structures are compatible to emerging structures of work and that all young people have the:
 - Right to freedom of association and collective bargaining
 - Access to education and training
 - Access to health care
 - Access to social protections systems
- Building on the existing social contract, develop new rights that are consistent with emerging trends:
 - Right to time sovereignty
 - Right to access to the internet
 - Right to disconnect
 - Right to lifelong learning
 - Right to data privacy as consumers, part of the workforce, and a member of society
 - Right to migrate