

Editorial

Dear colleagues and friends,

We are thrilled to release this first W4Y Newsletter as a summary of the hard work of the Team over the last year. Getting things off the ground has been challenging and thrilling at the same time. As we enter our second year of the W4Y partnership, we are finally able to lift our heads to think about what we have achieved. You can use this newsletter as a progress report. We tell you where we are in terms of survey implementation in each of our 28 target countries and in database development, but perhaps more importantly, we attempt to summarize the project as a whole and to give voice to impacts that we are having at the national level.

It's an exciting time in the project now as we look forward to getting our hands on the new data and publicizing the ILO's view on the circuitous transitions to the labour market that young men and women are now undertaking in national, regional and global reports. Your support has been critical in helping us achieve this stage. As we move to next stage of producing outputs, we will turn to you more than ever to ensure that the project can contribute toward your national objectives aimed to improve the outlook for today's youth. We look forward to a fruitful collaboration.

The W4Y Team



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What is W4Y?

A model for Public Private Partnership (PPP)

The "W4Y" project is an example of a Public Private Partnership. The idea behind the partnership started in 2010 based on conversations between colleagues of the ILO and The MasterCard Foundation who were able to find commonalities in their respective missions in the area of youth employment. The two sides decided to put their heads together to create a project document that would be appealing to both sides. The proposal proved an interesting fit with The MasterCard Foundation's vision to "to create, connect, or expand economic opportunities for young people", in this case, through an improved global knowledge base. The recognition is that we cannot advise our constituents on how to create jobs for youth until we understand better first what young people want in terms of career paths and quality of work, what employers want in terms of young applicants, what are the blockages that prevent the supply and demand from meeting and what are the policies and programmes that can have a *real* impact. The project has a budget of US\$ 14.6 million and a duration of five years.

Financed by

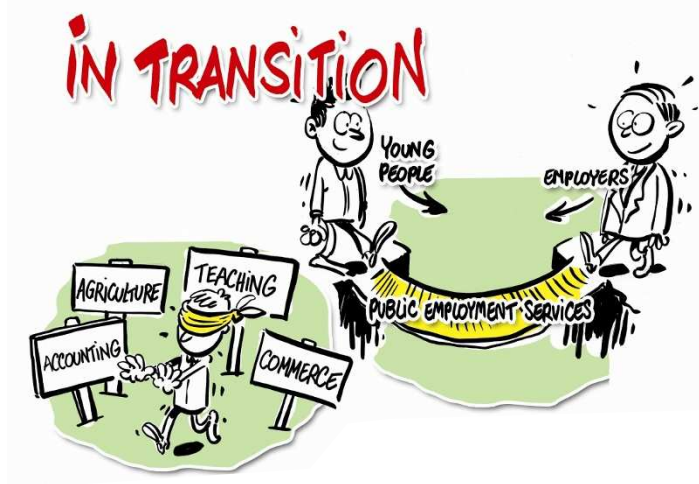


The MasterCard
Foundation

A research agenda

Believe it or not, after all the attention placed on the area of youth employment over the last ten years, we still have many unanswered questions regarding the nature of youth employment. For example, we still cannot pinpoint exactly what it is about the modern labour market that makes the transition to decent work difficult for so many young people. What has changed? Is there an inevitability to have an increasing number of young people stuck in precarious employment that they are over-qualified for? Who is doing better than others?

Back in 2004, the ILO responded to the information gap by developing the school-to-work transition survey (SWTS). The survey was implemented in ten countries between 2004 and 2006, and then the development and implementation of the tool stalled. (*See History p. 5*). Partnering with The MasterCard Foundation has given us a great opportunity to improve the tool and to apply it on a large scale. As such, we will be implementing the SWTS in 28 target countries twice over the course of the five-year partnership. (*See "School-to-work transition surveys" (p. 3) for more information.*)



An innovative labour market information system

The W4Y project will build a database around the results of the SWTS, providing end-users access to both micro-datasets and the transition indicators from which to generate their own research. We expect to have lots of interest on the sides of academia, international organizations and national policy-makers. We are already in discussion with the ILO Turin Training Centre for developing a course for our constituents on labour market analysis and youth employment policy design from the SWTS micro datasets.

See “Databases” (p. 12) for more information.

An important tool in the Youth Employment Programme’s intervention model for youth policy development

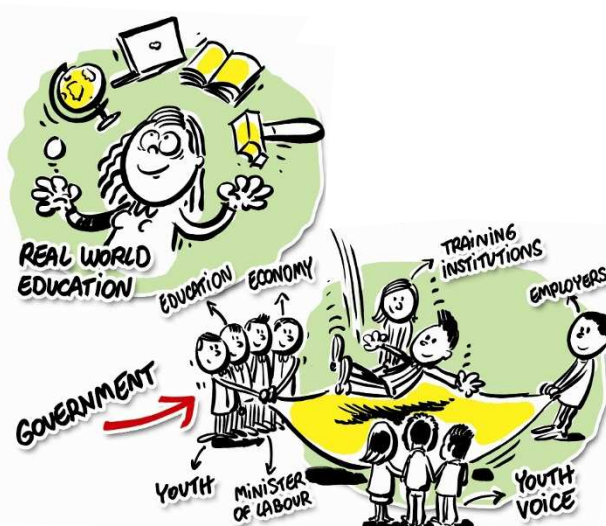
The W4Y project itself will not create jobs for young people. Nor will it generate effective youth employment policies. What it will do, however, is serve as the intermediary tool from which ILO colleagues can work with constituents in the area of policy design. YEP’s country intervention model envisages data collection and the establishment of a knowledge base as the foundation to any technical assistance to member countries.

In all SWTS target countries we establish linkages to field colleagues who are integrating the survey programme into their outcome-based work plans in the area of youth employment. An example is Zambia, where the project ‘Support to the National Plan of Action of the National Youth Policy’ has recently started and will review the National Plan of Action by informing a revision of the document through fresh data collection,

including the SWTS. Following the consolidation of survey findings, the project will review the effectiveness of country policies and programmes and discuss policy options with government, workers’ and employers’ organizations to better address the youth employment challenge in the country. This intervention will contribute to the achievement of Zambia’s Sixth National Development Plan (SNDP) overall goal of attaining accelerated poverty reduction and enhanced human development.

Advocacy on youth employment issues

A series of communications products and activities will be developed to disseminate youth employment messages to keep the topic high in the national, regional and global agendas. This will be done through the organization of a series of media events that will disseminate the results of the SWTS, raise awareness and foster support of the wider public to implement policy and institutional reforms at the country level. In parallel, the communication events will disseminate the findings of the evidence-based global and thematic reports produced by the project. Information on good practice on youth employment policies and interventions will be disseminated through the media. Regional and global communications campaigns will be instrumental to give prominence to decent work for youth in the current and future development agendas. The above-mentioned communication activities will contribute to raising the overall profile of the project and the role of The MasterCard Foundation.



School-to-Work Transition Survey (SWTS)

What?

The SWTS is a unique survey instrument that generates relevant labour market information on young people aged 15 to 29 years, including longitudinal information on transitions within the labour market. The SWTS thus serves as a unique tool for demonstrating the increasingly tentative and indirect paths to decent and productive employment that today's young men and women are facing.

Why?

The SWTS serves a number of purposes. First, it detects the individual characteristics of young people that result in labour market disadvantage. This, in turn, is instrumental to the development of policy responses to prevent the emergence of risk factors, as well as measures to remedy those factors that negatively affect the transition to decent work. Second, it identifies the features of youth labour demand, which help determine mismatches that can be addressed by policy interventions. Third, in countries where the labour market information system is not developed, it serves as an instrument to generate reliable data for policy-making and for monitoring progress towards the achievement of

How?

In 99 per cent of the W4Y target countries, the SWTS is being implemented through the National Statistics Office (NSO), thus offering an important opportunity for building national capacity on the area of labour market information on youth, and at least attempting to ensure some sustainability of the survey within the national statistical agenda. Our technical staff work directly with the NSOs on issues of questionnaire adaptation, sample design, training and data entry. A typical survey implementation process – from the design phase through to the sharing of final data files – takes six months. The analytical report summarizing survey results is based on a standardized outline. In some cases the NSO will draft the report and in other cases we will hire persons recommended by the Ministry of Labour. Finally, upon completion of a report, we will work with the closest field office to organize a national workshop gathering policy-makers, representatives of employers' and workers' organizations as well as youth groups. The objective of these national workshops is to develop policy recommendations in the area of youth employment, discuss best practices, identify project opportunities, and hopefully establish a national network of stakeholders.

MDG1. In countries with a reasonably developed labour market information system, the survey helps to shed light on areas usually not captured by household-based surveys, such as conditions of work, wages and earnings, engagement in the informal economy, access to financial products and difficulties experienced by young people in running their business.

Definition of a youth labour market transition

The ILO SWTS was designed in a way that applies a stricter definition of “stable employment” than is typically used in the genre. By starting from the premise that a person has not “transited” until settled in a job that meets a very basic criteria of “decency”, namely a permanency that can provide the worker with a sense of security (e.g. a permanent contract), or a job that the worker feels personally satisfied with, the ILO is introducing a new quality element to the standard definition of labour market transition.



Steps in the W4Y country intervention process

The Process:

Step 1: Undertake an introductory mission to present the W4Y project to key stakeholders identified by our regional or country offices (Ministry of Labour and occasionally Ministries of Youth and/or Education). The objective here is to get the buy-in of Governments and investigate the capacity and openness of the NSO to undertake the survey.

Step 2: Liaise with regional or country offices and attempt to establish links to existing OBWs.

Step 3: Solicit and negotiate budget and time table from the NSO.

Step 4: Establish a Service Contract with the NSO (applying a General Waiver created with Procurement).

Step 5: Provide materials to NSO on SWTS and offer technical backstopping support on survey design and implementation. Occasionally, this step requires an additional mission for direct work with the NSO (to assist in training of enumerators, for example). Issue payments according to deliverable schedule.

Step 6: Keep Government and regional or country office informed on survey implementation progress. Some Governments are setting up Working Groups, although this is proving to be the case in less than half of the countries.

Step 7: When datasets are received from the NSO, our team at HQ will make a careful quality check, offering direct guidance to the NSO as needed.

Step 8: Organize drafting and publication of the national report.

Step 9: Organize national workshop. The form and nature of the workshop will be decided in consultation with the regional or country office.

Step 10: Add dataset to the global **youthSTATS** database (raw data and indicators).

Repeat steps 1-10 for second round of the SWTS.



Voices of youth



Whether high-skilled or middle-skilled, youth are having great difficulty in finding their first jobs. There are many obstacles to finding the first job. From a socio-cultural standpoint: young people (regardless of education level) are seen as inexperienced and unreliable for jobs which demand high responsibility. On the other hand, from a business standpoint: young people are required many years of working experience in order to get a job. So there is a vicious cycle, because employers do not hire young people due to their "lack of experience" and young people cannot generate the experience requested.

*Erick Serrano Henriquez,
Spain.*

New 'labour market transition' indicators

The following are a sub-set of the type of innovative transition indicators that the surveys will generate:

On youth characteristics:

- Share of over-qualified young workers in total youth employment
- Share of under-qualified young workers in total youth employment
- Discouraged youth by time use
- Discouraged youth by financial resources

On stages of transition:

- Distribution of youth population by stage of transition (transited, in transition, transition not yet started)
- Stage of transition by educational level
- Stage of transition by household average monthly income

On the path of transition:

- Average length of transition for transited youth
- Average current length of transition for youth still in transition
- Average number of intermediary activities within the path of transition
- Average number and length of unemployment spells within the path of transition
- Average number and length of temporary employment spells within the path of transition
- Average number of spells of self-employment within the path of transition
- Share of youth who moved from 'transited' back to 'in transition'



What's in a name?

School-to-work transition or Labour market transition survey?

Voices of youth

Some other people stereotype us and decide for us. The closer I come to graduation, the more I feel the panic of being one of the 75 million unemployed young people in the world.

Bahri Telli, Turkey

We have come to the recognition that 'school-to-work transition survey' is probably a misnomer for what it is intended to be. Why? Well, the school to work transition now has a very specific connotation in the realm of research. If you say 'school to work transition survey' to a skills and employability expert, they think you are talking about an instrument that traces the path of school graduates – secondary or tertiary level usually – to first employment. They might guess that we are engaging in a graduate tracer study in order to measure the effectiveness of the education system in churning out labour market entrants that the market will snap up. Or not, as the case may be. Such a tool would be attractive to the Ministries of Education concerned with the topic of skills mismatch.

But in this regards, the ILO SWTS is broader than a 'typical' school to work transition survey. It is broader in the sense that it is not aimed at school graduates alone. Our survey is a general survey of the youth population, generating information on young people who are still in school, those with no education at all, those already working, looking for work or inactive – all regardless of the level of education of the young respondent. As a nationally-representative survey (in most cases), we should be able to generate reliable standard labour market indicators that are on par with what would come from a regular labour force survey. The survey is also broader in the analytical framework; it allows us to capture the transition not just to the first job after graduation, but also to the current job or current labour market situation of the young respondent. Young people are likely to have a circuitous path – trying out multiple jobs, having periods of inactivity and unemployment, maybe even going back to school for

another degree. We want to know about all these interim spells within the overall labour market path toward stable employment. Is stable employment too much to hope for these days? Is it a concept that is out-of-date? Our post-survey research on the 'labour market transitions of young people' will generate a viable response.

Bear with us if you start to see the term 'labour market transition survey' or LMTS in our current and future literature. We are hoping to make a gradual transition away from the acronym SWTS to the more fitting LMTS with as little confusion as possible.

History of the SWTS

The first SWTS questionnaires were developed in 2003 by the ILO to conduct structured surveys on the question of gender equality in youth employment. The first surveys were implemented in Indonesia, Sri Lanka and Viet Nam to inform the preparation of youth national action plans. In 2004, the ILO developed the analytical framework underpinning the concept of transition to decent work and reshaped the data collection instruments. The new framework was applied between 2004 and 2006 to conduct surveys in ten countries – Azerbaijan, China, Egypt, Islamic Republic of Iran, Jordan, Kosovo, Kyrgyzstan, Mongolia, Nepal and Syrian Arab Republic.

In 2009, the experience gained was used to develop a methodological guide relating to the surveys. The modular design of the *ILO School-to-work Transition Survey: A Methodological guide* allows the package to be used in a flexible manner at country level, according to the needs and national capacity. In the same year, a synthesis of the findings stemming from the surveys conducted in eight countries was published. This report "Characterizing the school-to-work transition of young men and women: Evidence from the ILO school-to-work transition surveys" offers a model for using both simple and complex techniques to analyse the SWTS data.

Past surveys and reports will be made available shortly on the soon-to-be launched worked W4Y website.



Chris Evans-Klock,
Director, ILO Skills & Employability Department

“There is a good story here about how the skills work and the W4Y project came together”



W4Y: Chris, you are one of our projects’ biggest proponents among ILO directors. Can you tell us, please, what you think the project can add to the work that your Department does in the areas of skills and employability?

Chris: *There is a huge potential contribution. We’re placing a lot of attention on improving skills indicators, working with UNESCO, OECD and The World Bank in the Inter-Agency Group on TVET in this effort. The SWTS is an innovative tool that the ILO is bringing to that collaboration. We’ve been invited to speak at many national workshops on youth employment where there is a general frustration about skills mismatch but no empirical evidence that could help all the stakeholders develop a common understanding of the problem or of how to fix it. The SWTS should be just the kind of tool that they need.*

W4Y: Are there specific countries where you are incorporating the W4Y output into the country-level work of your Programmes?

Chris: *Several. We are working with a set of pilot countries to build their capacity to implement their ‘skills for employment’ strategies. This follows the ILO framework on skills to improve productivity, employment and development agreed in the ILC 2008 discussion on skills and integrated later into the Training Strategy for Strong, Sustained and Balanced Growth developed for the G20. The SWTS is an important part of the ILO’s support for this work in Bangladesh, Benin and Malawi – for collecting information of immediate importance for policy design and monitoring and for building national LMI capabilities.*

In fact, there is a good story here about how the skills work and the W4Y project came together through the auspices of the ILO Training Centre in Turin. We invited Sara to present the SWTS methodology at a knowledge-sharing workshop on Skills indicators for employment in low-income countries last March. Her presentation and discussions with representatives of labour ministries and national statistics offices from these pilot countries was the key step to getting the surveys moving in both Benin and Malawi, while also strengthening the dialogue with survey partners in Bangladesh. The importance of sharing survey results more widely was also part of our recent workshop in Malawi to finalize their Action Plan on skills for employment, which is now linked to the implementation of their National Employment and Labour Policy.

W4Y: I understand you are disappointed that the W4Y project has emphasized the household survey over the enterprise survey when budget constraints or national capacities would not allow both. Can you tell us a bit about why you feel the enterprise surveys are so important?

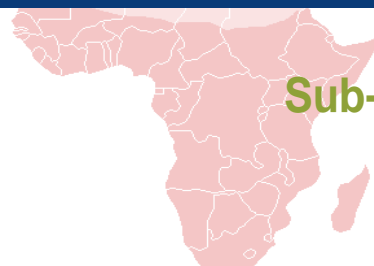
Chris: *The idea of surveying employers at the same time as young people was one of the principal strengths of the SWTS. Just on the aspect of skills alone... the enterprise survey gives us the opportunity to gauge the difference between education and skill attainments and to pinpoint which occupations will be demanded at least in the short term. It also shows the importance of core work skills – communication, problem-solving, teamwork, using a computer – to hiring decisions.*

It also provides information about the quality of jobs available to young people. Sometimes policy makers bemoan a skills gap, but when you ask employers what level of skills they need and what wages they are willing to pay their young staff, we find that some employers are trying to stay competitive through a low-skill, low-wage, low-investment strategy rather than by raising productivity and moving up the value chain. These employers may find it hard to find young people to employ not because of a skills gap but because of an expectations gap: what kinds of jobs do better educated or trained young people expect versus what employers are willing to pay and what working conditions they provide.

We cannot really understand these kinds of gaps by surveying only one side of the labour market. Furthermore, when the survey results are vetted and the policy implications discussed by national stakeholders, if employers have not contributed their views, how committed will they be to act on the survey findings and become a bigger part of the solutions to youth unemployment? Let’s keep the dialogue open ... maybe we can find other means of funding additional enterprise surveys before it’s too late to use the information in the first round of analyses.

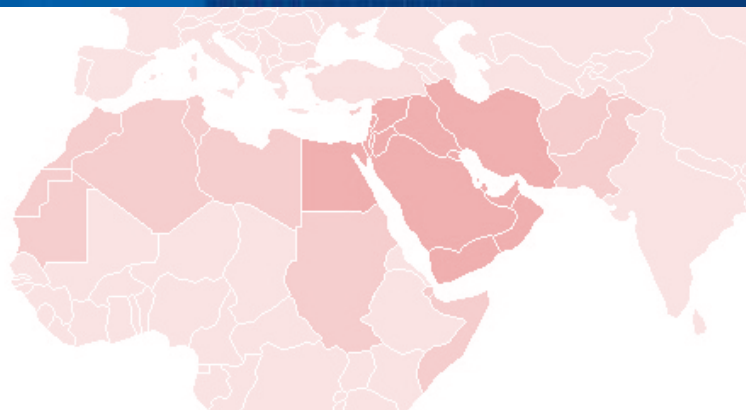
W4Y: Absolutely! Let’s brainstorm on how to pick up more national enterprises. As it is now, we will have enterprise surveys in tandem with the household survey in six of the 28 countries, but we’re not yet done with our negotiations and can still hope for more. And if in the meantime we can find additional, non-project resources for running the surveys in other countries, all the better! Thank you, Chris, for your honest feedback. We look forward to a positive future collaboration.

“Where there is a general frustration about skills mismatch but no empirical evidence”



Sub-Saharan Africa

Country	Implementation partner	Contract	Survey status	News
Benin	Institut National de la Statistique et de l'Analyse Economique (NSO)	Yes	On-going: questionnaire adapted; field work scheduled for November, data by 1 January 2013 and report by 1 February 2013.	Benin is our newest addition and yet by far the quickest to react and start the work.
Kenya	Kenya National Bureau of Statistics (NSO)	Not yet	Field work is expected to take place in April 2013 (after the National elections)	The survey in Kenya is unique since it will be implemented as a joint child labour-SWTS in partnership with IPEC.
Liberia	Liberia Institute of Statistics and Geo-Information Services (NSO)	Yes	On-going: field work is complete. We should get the data by 31 October and a report before the end of the year.	In Liberia, we were able to get things moving quickly thanks to a World Bank-funded project, Transtec, which funded the enterprise survey and will also draft the report.
Malawi	National Statistical Office (NSO)	Yes	On-going: field work is almost complete. We should get the data by the end of September and a report before the end of 2012.	The NSO is highly skilled and has made numerous helpful observations that have led to a better questionnaire overall. Malawi is also a pilot country of the G20 Training Strategy, with work being led by our Skills and Employability Department. (See <i>Interview</i> , p. 6)
Tanzania	University of Dar es Salaam, Department of Statistics	Yes	Field work is expected to take in January-February 2013 and we should get a report by the end of March.	Tanzania is one of only two countries (with Zambia) where we have run competitive bids due to the unavailability of the NSO. We look forward to partnering with the University and are happy about the idea of using students as enumerators.
Togo	Direction Générale de la Statistique et de la Comptabilité Nationale (NSO)	Yes	Field work is completed. We expect to receive the output tables and the first draft of the report by the end of October.	Togo was the very first to deliver a completed survey. Our partners were remarkably quick and efficient.
Uganda	Not yet clear	Not yet	We have just agreed on a budget with UBOS and schedule. Data should be received by April 2013.	UBOS has shown enthusiasm and a willingness to undertake the survey but we find that our contacts there tend to be overstretched.
Zambia	IPSOS Synovate	Yes	We expect that the survey will be conducted by the end of the year with data ready by March 2013.	Zambia is the second country (with Tanzania) where ran a competitive bid due to the unavailability of the NSO. IPSOS Zambia was selected as implementation partner with work to start in October.



Middle East and North Africa

Country	Implementation partner	Contract	Survey status	News
Egypt	Central Agency for Public Mobilization and Statistics (NSO)	Yes	On-going: The field work should take place in December and data should be available by the end of January 2013.	CAPMAS has already provided us with a revised questionnaire and enumerators manual.
Jordan	Department of Statistics (NSO)	Yes	On-going: The field work should take place in November and data should be available by the end of January 2013.	There were delays in getting the Service Contract signed but we are now back on track.
Lebanon	-	-	-	Due to security issues and the unavailability of the NSO, we are now looking for a substitute for Lebanon. Tunisia has come up as a possibility, within the framework of the MDG -Fund Project. We are now in discussions with the INS there.
Qatar	Qatar Statistics Authority (NSO)	Not yet	Initial discussions about when the survey can take place are currently underway. If they agree to run, it will likely be 2Q 2013.	Silatech is helping to get the survey moving in Qatar. Preliminary discussions with the NSO are positive and we are now waiting to work out the details.
Saudi Arabia	Central Department of Statistics and Information (NSO)	No contract expected	Completed first draft of questionnaire but no schedule of implementation is yet available	In Saudi Arabia, the Ministry of Labour has decided to take the lead on the survey including on the funding. The Ministry and CDSI have signed an agreement to run the survey but we cannot yet say when it is to be implemented.

Latin America and the Caribbean



Country	Implementation partner	Contract	Survey status	News
Brazil	Not yet defined	Not yet	The survey should be conducted during the first quarter of 2013.	The complication in Brazil is the lengthy consultative process with social partners that is required but this is also likely to be its strength. Regardless, we still have many unknowns regarding possible survey implementation in Brazil.
Colombia	Departamento Administrativo Nacional de Estadística (NSO)	No contract expected	The survey will be conducted during 1 st quarter 2013. Data and report should be available at the end of the 2 nd quarter.	The Government has stepped in and agreed to fund the first round of the survey, which is good since we consider the costs to be too high. We are happy that the survey can be run in Colombia but have to admit that this agreement brings with it the risk of a loss of control.
El Salvador	Dirección General de Estadística y Censos (NSO)	Yes	The field work will take place in the 4 th quarter of 2012. Data will be available by February 2013 and report should be available by the end of March 2013.	The ILO San Jose Office has been very supportive in getting the contract to El Salvador.
Peru	Instituto Nacional de Estadística e Informática (NSO)	Yes	On-going: Questionnaire adaptation is underway. The field work will take place in 4 th quarter 2012. Data will be available on 1 February 2013.	The coverage in Peru will be urban areas. Work has started on questionnaire adaptation but the work is behind schedule.
Jamaica	Statistical Institute of Jamaica (NSO)	Yes	Field work will be conducted in January 2013 and data should be available by the end of March 2013.	After a long negotiation process, we are happy to report that work is on-going with our partners STATIN.

Eastern Europe and Central

Country	Implementation partner	Contract	Survey status	News
Armenia	National Statistical Service (NSO)	Yes	On-going: The field work is starting. Finalized data expected by the end of December 2012.	Armenia NSO has been an eager and pleasant partner.
FYR Macedonia	State Statistical Office (NSO)	Yes	On-going: The field work is almost completed. Data should be available by the end of November and the report in March 2013.	Macedonia was the first country we visited to present the project and the work has proceeded smoothly ever since. The survey is being linked results to the on-going work towards implementation on a National Youth Employment Strategy.
Moldova, Republic of	National Bureau of Statistics (NSO)	Yes	Field work will take place with the first quarterly labour force survey of 2013. Data are expected in June 2013.	Development work on the survey is set to start over the next couple months.
Russian Federation	Federal State Statistics Service (NSO)	Yes	Completed. Field work was in July and data has been sent and checked. The report will be published at the end of the year.	The survey in Russia covers 11 regions and was run together with the LFS. ROSTAT was an efficient and pleasant partner. A large study on youth employment is being written now which will incorporate SWTS data for a national meeting in November. A separate SWTS report will draw on the broader report and will be published at the end of the year.
Ukraine	Ukrainian Center for Social Reform (associated with NSO)	Yes	Field work will start in November. Data are expected in January 2013.	Ukraine was our last country approached (substituting for Azerbaijan) but progress has been rapid and we are now caught up to other countries. See "good practices" for an example of the pro-active role taken by the Ministry in making the survey a useful tool for monitoring current policies.



Good Practice: Nationalizing the questionnaire in Ukraine

In Ukraine, we received direct input from the Ministry of Social Policy on information they would like to gain from the survey. We were therefore able to design together an addition six questions that can be used for monitoring the recent National Employment Law and its interventions directed at the youth population. Specifically, the National Employment Law, signed into law in June 2012, dictates that graduates of higher education or those with vocational educational qualifications have the right to undertake internships at enterprises under a state-supported internship programme. The intervention will only succeed, of course, if the young people are willing to take up these new opportunities. Based on the Ministry's request, we now have a series of questions relating to the openness of youth to the idea of internships. Likewise, the Ministry would like to get some foresight as to whether or not young people will be willing to take up the initiatives embedded in the law to prevent the strong tendency toward rural to urban migration. We ask therefore what incentives would work to keep young people in their areas of origin.

This is one very good example of where the dialogue with the Ministry led to positive results in making the SWTS an instrument that can answer real questions toward monitoring existing policies. Admittedly, many other governments have not taken the same active approach.



Asia and the Pacific



Country	Implementation partner	Contract	Survey status	News
Bangladesh	Bangladesh Bureau of Statistics (NSO)	Yes	Pilot testing will occur in October 2012. Field work will take place during 1 st quarter 2013. Data is expected at the end of April.	The survey in Bangladesh will link to the LFS. Because it is such a populous country, our sample size in Bangladesh is our largest with 9000 youth expected to participate over a 3 month period. Collaboration with the NSO is going smoothly so far.
Cambodia	National Institute of Statistics (NSO)	Yes	On-going: Field work is completed. Data should be available at the end of September.	Collaboration with the NSO has been smooth and pleasant. Yves assisted with the Training of enumerators and was impressed by their efficiency of the team led by Mr Kanol (see Interview).
Philippines	National Statistics Office (NSO)	Not yet	Field work is expected to take place during 2 nd quarter 2013.	Thanks to the Manila Office for winning the NSO over despite their initial reluctance to take on the survey. The field work is expected in April but the schedule and budget has not yet been worked out with the NSO. We expect to make progress on this in November.
Samoa	Samoa Bureau of Statistics (NSO)	Yes	On-going. Field work is about to start. Data should be available in February 2013.	The survey in Samoa will be implemented jointly with a much needed LFS. SBS has proven to be an active and appreciative partner. We have to act quickly here, however, since they have only a small window of opportunity to run the survey. They are currently waiting for the first payments so that they can start the pilot.
Viet Nam	General Statistics Office (NSO)	Yes	Field work will take place during 4 th quarter 2012. Data are expected by March 2013.	The survey will be run with the Living Standards Measurement Survey. We are currently collaborating on the questionnaire design.

The interview



Mr Heang Kanol,
Deputy Director General,
National Institute of Statistics Cambodia

Mr Kanol: They feel appreciative for this survey because it focuses on works or activities of youth. [One challenge is that] we spend long time waiting for working young people coming back home in the evening/night, to response the questions. Yes, we found that they [young people] got interested in the process and the questions.

W4Y: Mr Kanol, Cambodia will be one of the first countries to complete this first round of the revised SWTS. Has it been a smooth implementation process?

Mr Kanol: Yes, it has been a smooth implementation process.

W4Y: What kind of support have you received from the W4Y team?

Mr Kanol: We have received both technical and financial supports from the W4Y team.

W4Y: How would you say people have been receiving the survey? Is it difficult to get the young people to respond to the questionnaire or do you find that they get interested in the process and the questions?

"We found that they [young people] got interested in the process and the questions."

W4Y: We like to think that the SWTS is a unique instrument to generate exciting indicators on the labour market transitions of young people. We also like to think that it will generate a national interest in the new indicators so that governments will support NSOs to sustain the occasional survey even without our support. Do you have any opinion on the sustainability of the survey?

Mr Kanol: I think that the Government will not support directly to NIS for the SWTS survey. But the Ministry of Labour and Vocational Training (MoLVT) collaborating with the NIS, probably can ask the support from Government to sustain the occasional survey. The NIS will be responsible for field survey operation and MoLVT responsible for analysis report and policymaker.

Introduction

Two databases were originally planned as W4Y outputs: a quantitative one of youth labour market indicators and a qualitative one on youth employment policies. Recently, we also see the logic in linking the project to another venture of the Youth Employment Programme, the Good Practices initiative described below. This initiative to develop a criteria for assessing and disseminating good practices among youth programmes fits perfectly to the aim of the project. As such, the project is likely to join as partner to the initiative in its next stages.



YOUTHSTATS

The *youthSTATS* database is a response to the need for reliable statistics to inform policies on youth employment challenges worldwide. It contains a comprehensive set of indicators on the labour market situation of young people between the ages of 15 and 29 years in the developing world. We have pooled resources with Understanding Childrens' Work (UCW) to tabulate a large array of youth labour market indicators from an inventory of over 150 micro data files of household-based surveys run in over 70 countries. Users are able to browse and export a selection of 50 indicators grouped according to 12 themes to develop in-depth situational analyses of young people's labour market situation.

The database is a *work in progress* but is currently available at www.youthstatistics.org. We continue to add more countries and more years and even more indicators from our inventory of micro datasets. We will be expanding the platform to include entirely new datasets as well, including the ILO's school-to-work transition surveys that will be underway in 28 countries over the next year.

YOUTHPOL

The *youthPOL* database is a global inventory of youth employment policies. Such information – including national policies, policy frameworks and legislation – is vital for policy-makers seeking to promote decent work for youth. Significantly, the 101st International Labour Conference in Geneva identified that one area of future ILO action should be to “strengthen its work on knowledge development and dissemination of information on youth employment”, especially on youth employment policies and programmes, and to “disseminate findings through global databases.”

The database will focus on interventions specifically designed for young people, as well as those for the wider labour market. Relevant policies are first analysed through a questionnaire and classified according to various characteristics such as policy area, target group and implementation strategies. The questionnaire will be available online over the next month for relevant ILO constituents and consultants to complete. Then, the next step within the team is to develop the analytical software allowing users to make graphical comparisons across countries, policy areas, and more. The database is expected to serve as a vital tool for the Youth Employment Programme and its intervention model outlined on p. 2.



The initiative on good practices on youth employment initiatives is a partnership between the ILO Youth Employment Programme and University of Colima, Mexico. It was launched in March 2012 with the aim of identifying and sharing programmes, projects or practices that proved effective in promoting decent work for young people. More than 100 practices from over 50 countries were submitted in only one month. The proposed initiatives were reviewed by teams of colleagues, established by each Regional Office. Five practices (one per region) were identified and programme managers were invited to present these practices at the ILO Youth Employment Forum in May 2012.


A second phase of the project is being launched to expand the number of good practices identified within the database. This phase will include projects that deal with a wide range of subjects that are critical to the promotion of decent work for youth.

See website <http://youthpractices.org> for more information.




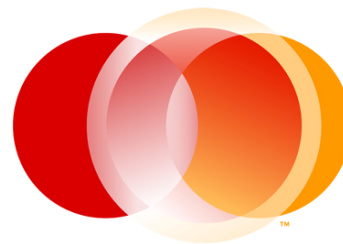
Deepali Khanna,
Director, Youth Learning at
The MasterCard Foundation

W4Y: Why was MCF interested in a partnership with the ILO on the area of youth employment?

 **Deepali:** *We know that too many young people lack opportunities to find sustainable employment. Many factors are to blame for this state of affairs, but the reasons vary depending on the context. The Foundation and ILO had a shared belief in the importance of generating high quality evidence and data so we can work with our partners to help design better programs at the country, regional, and global level.*

W4Y: How does the Work4Youth Project fit within the vision of The MasterCard Foundation?

 **Deepali:** *The Foundation is focused on helping young people successfully transition from adolescence in to adulthood. We work to equip disadvantaged young people with secondary and tertiary education, equip them with market-relevant skills, and create and expand their eco-*



The MasterCard Foundation

nomie opportunities. As part of this work, data plays an important role in our design, delivery, and evaluation of programs.

W4Y: Are there aspects of the project that MCF is particularly excited about?

 **Deepali:** *We are part of a large community of leaders from government, NGOs, and the private sector that works to address the challenges facing disadvantaged young people in developing countries. This community is hungry for new and high quality data, and our partnership with the ILO represents a significant effort to create and disseminate a new body of knowledge. We are especially excited to work with the ILO to spread the utility of this information among policy leaders and decision makers from around the world.*

About The MasterCard Foundation

The MasterCard Foundation advances microfinance and youth learning to promote financial inclusion and prosperity. Through collaboration with committed partners in 48 countries, The MasterCard Foundation is helping people living in poverty to access opportunities to learn and prosper. An independent, private foundation based in Toronto, Canada, the Foundation was established through the generosity of MasterCard Worldwide at the time of the company's initial public offering in 2006.

For more information on The MasterCard Foundation, please visit www.mastercardfdn.org



WATCH THIS SPACE !

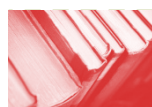


Over the five year course of the W4Y project, we will develop an impressive collection of research on youth employment issues with specific attention on labour market transitions. **Publications will include:**



A series of **national reports**, *Labour Market Transitions of Young People in* ____ [target country]

These reports will provide the main findings of the SWTS, an inventory of current national policy interventions and offer recommendations of where renewed efforts on the policy- and programme-front could potentially make a difference to the lives of young men and women in the country. National reports will be published at the end of the first round of surveys (in 2012/13) and again at the end of the second round (in 2014/15) for a total of up to 56 reports.



A series of **regional reports**, *Labour Market Transitions of Young People in* ____ [region]

With the survey programme covering five regions of the world, it makes sense to generate a synthesis of results in the five to eight countries per region (Asia and the Pacific, Eastern Europe and Central Asia, Latin America and the Caribbean, Middle East and North Africa, and Sub-Saharan Africa). The reports will look for regional patterns in youth labour market transitions and for distinctions in national policy frameworks that might be transferable between countries. Five regional reports will be produced in 2013/14 and another five in 2015/16.



A series of **thematic reports**

The purpose here is to produce five reports that analyse SWTS results in the 28 countries to address topics that are key to the youth employment challenge in low- and middle-income countries. The list of themes has yet to be decided, but is likely to include a gender analysis, a study of informality and precariousness of young workers, skills and employability, and a study of the linkages between child labour and transition outcomes. Reports are likely to be released according to the following schedule: one in 2013, two in 2014, one in 2015 and one in 2016.

MDGs and Decent and Productive Employment for Youth



This report, scheduled for late 2014, will focus on the trends and actions that countries have shown over the ten-year course of the Millennium Development Goal to promote decent and productive work for youth. The report will focus on the status of achievement of the youth employment indicators associated with MDG target 1b and will draw on the research coming from the W4Y policy database and SWTS results.

Global Employment Trends for Youth, 2013 and 2015



Data and information from the SWTSs will enrich future editions of the flagship product for raising awareness on youth employment and development challenges around the world. The support of The MasterCard Foundation will be instrumental in improving the content and visibility of the next two editions of the global report produced by the ILO Trends unit. Each edition of the GET Youth introduces new elements and information to improve the knowledge and understanding of the challenges facing young people in gaining decent and productive work. The 2013 and 2015 editions will bring global attention to the challenges that young people face in their labour market transitions, as highlighted from the first and second round of surveys in 28 countries.

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The W4Y Newsletter

provides information on the work of the project. It is available both in printed and electronic form (www.ilo.org/yep).
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