



Work4Youth

Promoting decent work opportunities for young women and men through knowledge and action

www.ilo.org/w4y

Editorial

Dear colleagues and friends,

A lot has happened in the Work4Youth Project since the release of our first Newsletter one year ago. While that Newsletter served to introduce the Project, its team and numerous planned deliverables, this second newsletter can serve as a true implementation report.

For almost one year, we kept our heads down, assisting our target 28 countries in implementing their school-to-work transition surveys, convincing substitute countries to come on board and run the survey at very short notice, revising and mapping our research framework, organizing databases for collection and displaying policy documents, and analyzing the first results.

The hard work has paid off. The School-to-Work Transition Survey (SWTS) has now been implemented in 28 countries around the world, which is no small feat indeed. The W4Y team has moved now to its next phase; one of production of innovative research products and promotion of the transition concepts for inclusion in existing and future youth employment policy frameworks.

This Newsletter offers a taste of the many W4Y deliverables emerging as we enter our third year of the partnership with The MasterCard Foundation. With two national reports published in the *Work4Youth Publication Series* and many more to follow, two thematic and one regional report underway, four national workshops completed to present survey results to constituents, production of the *Global Employment Trends for Youth 2013*, the launching of the *youthPOL* database and revision of *youthSTATS*, the floodgates are now officially open.

We invite you to look further, and please do not hesitate to contact the W4Y team if you would like additional information on any report or activity.

The W4Y Team

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



Our building block for analysing youth employment challenges: The SWTS

The ILO's "School-to-work Transition Survey" (SWTS) is the core of the W4Y project and the basis for all resulting research. The previous W4Y Newsletter provided a full description of the survey and its application in our 28 target countries, so here we provide only a brief summary:

The SWTS is a unique survey household survey designed to generate relevant labour market information on young people aged 15 to 29 years, including longitudinal information on movements within the labour market.

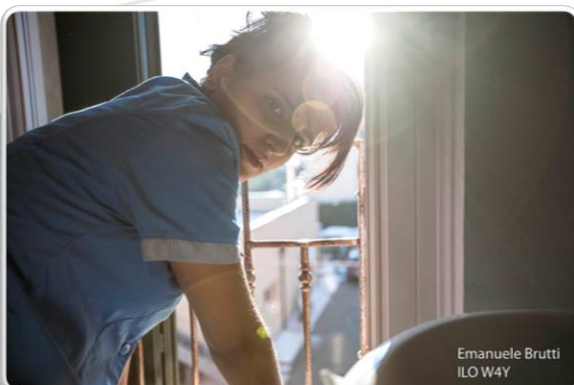
The W4Y Team worked mainly with National Statistical Offices to adapt the standard questionnaire, ensure reliable sampling techniques and advise on survey implementation in 28 countries with sample sizes ranging between 1,500 and 9,000 young people. Once the survey field work was complete, the Team assisted with the data cleaning and tabulation of the numerous indicators required for the output tables. The latter proved challenging, given the 'new' indicators relating to the paths and stages of labour market transitions of young people, but we are certain that the exercise has proven valuable on the part of our implementation partners who have gained a broader framework for looking at young people's in the labour market.



The Work4Youth Photo Contest

At the end of 2012, the Work4Youth team launched a **global photo contest** focusing on youth employment. There has been a great deal of interest in the contest, and hundreds of contestants from different countries and walks of life sent snapshots capturing young people at work. The high standard of the photos received made the selection process quite difficult. A total of six prizes were awarded with two special prizes going to young photographers aged 18-29 years. The award-winning pictures were posted on the website of the ILO and given additional exposure during the Academy of Youth Employment at the International Training Center of the ILO in Turin, Italy. Some of our favourite contest photos are displayed here.

For more information please visit:
<http://www.ilo.org/employment/areas/youth-employment/work-for-youth/photo-contest/lang-en/index.htm>



Survey progress update

At the end of September 2013, the survey was completed in all 28 W4Y target countries.

Among the countries, 22 have already a complete and finalized dataset that has been used (or is being used) to prepare analytical reports in each country. Raw datasets will be posted on www.ilo.org/w4y in a few weeks and tabulated data will be available shortly with the database youthSTATS (<http://www.youthstatistics.org>).

The SWTS survey has been conducted in the countries listed below in cooperation with local implementation partners (in parentheses):

Asia-Pacific:

- Bangladesh (Bangladesh Bureau of Statistics)
- Cambodia (National Institute of Statistics)
- Nepal (Centre for Economic Development and Administration)
- Samoa (Samoa Bureau of Statistics)
- Vietnam (General Statistics Office)

Eastern Europe and Central Asia:

- Armenia (Armenian Statistical Service)
- F.Y.R. Macedonia (State Statistical Office)
- Kyrgyzstan (Statistical Committee of the Kyrgyz Republic)
- Republic of Moldova (National Bureau of Statistics)
- Russian Federation (Federal State Statistics Service)
- Ukraine (Ukrainian Center for Social Reforms)

Latin America:

- Brazil (Eco Assessoria Em Pesquisas)
- Colombia (Departamento Administrativo Nacional de Estadística)
- El Salvador (Dirección General de Estadística y Censos)
- Jamaica (Statistical Institute of Jamaica)
- Peru (Instituto Nacional de Estadística e Informática)



"The private sector, educators, and governments will need to collaborate to help young people secure stable employment,"
 Reeta Roy, President and CEO of The MasterCard Foundation

Middle East and North Africa:

- Egypt (Central Agency for Public Mobilization and Statistics)
- Jordan (Department of Statistics)
- Occupied Palestinian Territory (Palestinian Central Bureau of Statistics)
- Tunisia (Institut National de la Statistique)

Sub-Saharan Africa:

- Benin (Institut National de la Statistique et de l'Analyse Economique)
- Liberia (Liberia Institute of Statistics and Geo-Information Services)
- Madagascar (Institut National de la Statistique)
- Malawi (National Statistical Office)
- Tanzania (University of Dar es Salaam)
- Togo (Direction Générale de la Statistique et de la Comptabilité Nationale)
- Uganda (Uganda Bureau of Statistics)
- Zambia (IPSOS Zambia)

ILO *Global Employment Trends for Youth 2013* presents the Work4Youth results to the world

The *Global Employment Trends for Youth* is an ILO flagship publication that reaches a vast audience of media, researchers, and policy-makers with its annual updates of the latest global and regional youth labour market indicators. The report highlights the lingering impacts of the economic crisis on youth people around the world and thus serves as the ILO's principal call to action on youth employment.

The 2013 GET Youth report, released in May 2013, was produced as a partnership between the ILO Employment Trends unit and the Work4Youth Project, with funding from The MasterCard Foundation. The W4Y team wrote two chapters of the report, thus taking advantage of the report's widespread readership to promote the findings of the SWTS implemented in the first available ten countries.

The findings confirmed that in developing economies where labour market institutions, including social protection, are weak, large numbers of young people continue to face a future of irregular employment and informality. Young workers often receive below average wages and are engaged in work for which they are either overeducated or undereducated (indicators of skills mismatch). *As much as two-thirds of the young population is underutilized in some developing economies, meaning they are unemployed, in irregular employment, most likely in the formal sector or neither in the labour force nor in education or training.*

The full report is available on website: www.ilo.org/getyouth



Let's invest to get young people into decent jobs!

In December 2012, an animated public service announcement (PSA) was produced under the umbrella of the W4Y project. The animation discussed the current “youth crisis” and emphasized the importance of providing decent jobs to young people to ensure growth. The PSA was aired by *CNN* six times per day through the broadcaster's international feeds for several months, reaching millions of viewers around the world. In addition, the largest European broadcaster, *Euronews*, which is viewed in more than 200 million households in 36 countries, has also aired the animation 65 times in early 2013.

[Watch the PSA and keep it alive through sharing!](#)

Rolling off the printing press...

With the first round of the SWTS coming to an end, the focus has shifted to the writing and publication of national analytical reports (<http://www.ilo.org/employment/areas/youth-employment/work-for-youth/publications/national-reports//lang-en/index.htm>). Each report draws on the survey data to analyse the characteristics of youth in the labour market and their stages of transition, and concludes with policy recommendations.

Two national reports – *Labour market transitions of young women and men in Cambodia* and *Labour market transitions of young women and men in the former Yugoslav Republic of Macedonia* have already been published. Highlights of findings from the first two reports include:

- The strongest predictor of who is most likely to attain the few available stable jobs is the level of the young person's education. Young males also do better than young women in attaining stable employment. Further advantages include urban residence and above average household income.
- In Macedonia, 21.5 per cent of the youth population have completed their labour market transition to stable and/or satisfactory employment. The youth who remain in transition (either looking for work or in non-satisfactory work) are likely to find themselves staying within the category for an extremely long period of time, averaging 6 years in transition. In contrast, 68.6 per cent of Cambodian youth have already completed their labour market transition with a significantly larger share attaining satisfactory self-employment compared to stable paid employment.
- While unemployment is low in Cambodia (2.1 per cent), the poor quality of employment impacts more than half of young workers through low wages, informal employment, insufficient hours of work or qualification mismatch. In Macedonia, in contrast, unemployment remains a significant concern among youth and policy-makers with a broad unemployment rate as high as 24.5 per cent.



- There is a skills mismatch in both countries; in Macedonia, 18.9 per cent of young workers are overeducated for the job that they do (for example, a young university graduate working as a shop clerk). The young Macedonians seeking high-skilled positions face a longer job queue compared to those of for lesser skilled occupations, which increases their chances of “settling” for a job for which they are overqualified. Significant shares of overeducation impacts on the well-being and earning potential of the young person while also crowding out the chances of the lesser-skilled to find the jobs that they are best qualified to do.
- In Cambodia, overeducation among young workers is also a concern, impacting 3.2 per cent of working youth, but the undereducation of young workers is of even greater concern. As many as 42.5 per cent of young Cambodians have a level of education that is lower than that recommended to properly perform the job. Undereducation has a negative impact on the productivity of the worker and thus the output of the enterprise, but also more personally, on the sense of security of the young worker.
- Agriculture is the most important employer in Cambodia (50.1 per cent), which is not too surprising. What is surprising, however, is that the agricultural sector also proves to be an important source of employment for young Macedonians. One-fifth of young workers in the country (21.4 per cent of young men and 19.5 per cent of young women) were engaged in agricultural work.

Other [national reports](#) soon to hit the press will be Benin, Liberia, Malawi, Togo and Zambia. The increasing quantity of SWTS data and reports also provides us the opportunity to make cross-country comparisons and explore particular themes. Therefore, in addition to the national reports, other Work4Youth publications include *regional and thematic reports*. The topic of the first two thematic reports will be informality and the rural economy. The first regional report to be published will be for Sub-Saharan Africa, expected for release at the first Work4Youth regional workshop in Sub-Saharan Africa. Visit our website www.ilo.org/w4y for updates on the latest releases.



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The first W4Y regional meeting is coming: *Labour market transitions of young women and men in Sub-Saharan Africa*, 3-4 December 2013

The W4Y team is pleased to announce the forthcoming regional meeting to be held in **Addis Ababa** on 3-4 December, providing an opportunity to bring together constituents of our eight Sub-Saharan African countries for an open discussion of “where do we go from here”.

Africa is a youthful continent, with approximately 35 per cent of the population between the ages of 15 and 35. It is also a continent with strong economic performance over the past years and a growing middle class who are harvesting the benefits of structural transformation. Many challenges remain, however, in ensuring that growth is inclusive and reflected in job creation that can maximize the potential of the youth population.

Governments in Africa are very much awake to the “Call for Action” on the youth employment crisis adopted by ILO constituents during the 101st Session of the International Labour Conference (2012) in Geneva. Youth employment policies cutting across the dimensions of both supply and demand are currently at various stages of development and implementation across the region.

Eight of the 28 W4Y target countries are in Sub-Saharan Africa: Benin, Liberia, Madagascar, Malawi, Tanzania, Togo, Uganda and Zambia.

The publication – *Labour market transitions of young women and men in Sub-Saharan Africa* – will be launched at the regional conference. Constituents from all eight Work4Youth target countries in the region will be invited to share their experience within the project, validate the report and participate in a discussion on the area of good practices in youth employment policy and programmes in the region. The conference will also provide an opportunity to participants to become more familiar with how statistical evidence can support policy design and monitoring.

More detailed information about the agenda and the results of the conference will be available on our website before and after the event. Regional events in the remaining four regions (Asia & the Pacific, Eastern Europe & Central Asia, Latin America & the Caribbean and the Middle East and North Africa) will take place in 2014.



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National W4Y validation workshops

Cambodia: On 30-31 May 2013, the W4Y team participated in the first of many forthcoming national workshops. During a national tripartite discussion on the forthcoming employment policy (Workshop on the “National Employment Policy Development for Cambodia with a Focus on Young Women and Men”), a presentation of the preliminary findings of the SWTS-Cambodia, 2012 and its report was made by its two authors, Mr Heang Kanol, Deputy Director General of the National Institute of Statistics and Ms Sara Elder, W4Y Coordinator. The Workshop had approximately 100 participants from relevant government ministries, workers’ and employers’ organizations and other relevant agencies. The final report is currently available on the W4Y website.

FYR Macedonia: The validation workshop to present the “Labour market transition of young women and men in the former Yugoslav Republic of Macedonia” took place in Skopje on 1 July 2013 with the participation of two Ministries (Ministry of Labour and Social Policy and Ministry of Education and Science), the Director of the State Statistical Office, presidents of three national trade union, presidents of two national employers’ organizations plus technical staff from numerous institutions/organizations and international partners. In total, 43 participants attended the event. Opening addresses were provided by the Minister of Labour and Social Policy, the Deputy Minister of Education and Science, Director of the State Statistical Office and Ms Sara Elder, W4Y Coordinator. Ms Elder, co-author of the report, presented the main findings and the policy implications. The final report is currently available on the W4Y website.

Malawi: The validation workshop to present the “Labour market transition of young women and men in Malawi” took place in Lilongwe on 30 September 2013 with 25 participants. The event was opened by representatives of the Ministry of Labour, Ministry of Youth & Sports and the ILO Country Office for Zambia, Malawi and Mozambique. Presentations were made by Dr Richard Mussa, author of the report, and Ms Sara Elder, W4Y Coordinator, followed by commentaries from the representative of the Employers Consultative Association of Malawi, the Malawi Congress of Trade Unions and Ministry of Youth Development and Sports. The workshop also benefited from presentations of the G20 Training Strategy-related Skills for Employment Action Plan in Malawi and the recent National Employment and Labour Policy, both by representatives of the Ministry of Labour. Both policies aim to address many of the specific challenges of the world of work faced by young Malawians as quantified in the SWTS report and have the potential to embed the SWTS data in their systems of monitoring and evaluation.

Zambia: The validation workshop, co-hosted by the ILO and Economics Association of Zambia, to present the “Labour market transition of young women and men in Zambia” took place in Lusaka on 4 October 2013. Over 70 participants, many of them young researchers and young journalists, attended the event, which was opened by the Permanent Secretary of the Ministry of Labour. Presentations were made by Dr Francis Chigunta, co-author of the report, and Ms Sara Elder, W4Y Coordinator, followed by commentaries from representative of the Ministry of Labour, Ministry of Youth & Sports, Zambia Federation of Employers and the Zambian Congress of Trade Unions. The workshop participants were appreciative of the W4Y research programme and agree that the emphasis should now be on the implementation of the numerous policies touching on areas of youth employment, including the most recent National Action Plan for Youth Employment.



Sara Elder and constituents at the validation workshop in Skopje – July 2013

Find your relevant youth employment policy documents on *youthPOL* ...

The W4Y global inventory of youth employment policies has progressed nicely over the past year. The purpose of the database is to collect and analyze all current national policies and legislation which impact youth employment directly or indirectly. Once the relevant policy documents are identified for a country, they are analysed via a data capture tool (our eQuestionnaire) which categorizes information according to policy area, target group, implementing agency, etc. See the youthPOL database for more information: www.ilo.org/youthpol.

The W4Y Team has managed the collection and entry of over 100 policies covering 20 countries so far, with priority placed on the target W4Y countries. Additional support to cover the collection of policy information for countries in the Asia and the Pacific region will come from the Japanese government, and additional partnerships are likely to be generated in the future.

The data is now accessible via the youthPOL eAnalysis platform at www.ilo.org/youthpol-eAnalysis. The database allows users to search according to region/country, type of document, policy area and more, with a link to the actual policy document when available. Are you interested in seeing what provisions are in place for apprenticeships in Africa, or enterprise start-ups in Latin America? Visit the database to find out more.

and labour market information on youth at *youthSTATS*

The youthSTATS database is a response to the need for reliable statistics to inform policies on youth employment challenges worldwide. The database is a work in progress, with the pilot version currently available at www.youthstatistics.org. Here you can already find a large array of youth labour market indicators calculated from nearly 50 micro data files of household-based surveys, i.e. data for the 15-29 age group that had never before been tabulated.

In the second-phase of the database, we aim to improve the functionality of youthSTATS by collaborating with the ILO Department of Statistics to migrate the data onto the platform of the ILOSTAT database. The launch of the revised youthSTATS is expected for November 2013. The tabulated results of 28 School-to-Work Transition Surveys will be added to the database as well by the end of the year.

Stay tuned...



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youthPOL launch at the Ibero-American meeting

Representatives from Governments, workers' and employers' organizations from countries in Latin America and the Caribbean (and Spain and Portugal) came together on 2-3 October 2013 to discuss policy responses to the challenges of youth employment.

This Ibero-American meeting also launched the youthPOL database, which has analysed the youth employment policies of numerous countries in the region, including Colombia, El Salvador, Honduras, Peru, and more. The event in Lima stressed the relevance of youthPOL as a tool for South-South cooperation in policy-making and knowledge sharing.

Labour demand enterprise surveys in Malawi and Vietnam

In the first issue of this newsletter (October 2012), we introduced the complementary instrument to the school-to-work transition survey, the labour demand enterprise survey (LDES). By balancing the supply side picture provided by the SWTS, the additional questionnaire investigates current and expected workforce needs of enterprises, particularly with regard to young workers. If run simultaneously, the two surveys shed light on critical issues that could not be investigated by looking at one side of the coin only. These include, for instance, mismatches between the characteristics of young labour market entrants on the one hand, and employers' requirements on the other. They also include other types of mismatches and inefficiencies, such as the misalignment between expectations of employers on young workers' skills and productivity, *vis-à-vis* their willingness to invest in training their young workforce to build those skills and keep productivity high.

The W4Y project implemented the LDES in eight countries alongside the SWTS. The surveys in five countries were paid by W4Y, and the LDES in Malawi and Vietnam were made possible by the financial contribution of the ILO's Skills and Employability Branch. The W4Y project and the Skills team share an interest in producing indicators to clarify the depth and contours of skills mismatch issues in order to pave the way to finding relevant solutions. These common priorities have led to a fruitful collaboration. The Malawi, Liberia and Zambia national reports, all expected for printing by early November, will showcase how the SWTS and LDES fit together to generate a well-rounded picture of the supply- and demand-side constraints that result in underutilized young labour in the three countries.

Increasing interest in the SWTS: new requests to support surveys in Myanmar and Morocco

There is a growing interest of conducting school-to-work transition surveys worldwide. The W4Y Team has been receiving requests to support the surveys beyond the scope of the W4Y project. For example:

- In Myanmar, the SWTS was incorporated into an ILO project to support the Government's capacity to deliver labour market information for employment policy development. The SWTS will be added as a module of the Labour Force Survey to be conducted with ILO support in 2014.
- In Morocco, the SWTS will be added as a module will be added as well to the quarterly Labour Force Survey at the beginning of 2014. Here the interest in the SWTS results from the strong commitment of the Government to have a wider set of indicators regarding youth employment. The survey will be sponsored by the ILO "Youth Employment Project in Maghreb".

Other events ...

In December 2012, the W4Y Coordinator participated in the **Ideas4Work** Workshop in Dakar, Senegal. The event offered a valuable opportunity to present the first available country-level SWTS findings and gather the feedback of researchers on W4Y definitions of the stages and paths of transition.

In March 2013, the W4Y Coordinator presented the SWTS methodology to participants from eight national statistical offices of Mediterranean countries. The **MEDSTAT (Euro-Mediterranean Statistical Cooperation)** “Workshop on Measuring the Transition from School to Labour Market” training in Luxembourg offered a great opportunity to spread the word on the SWTS (resulting in a new survey partnership with the Occupied Palestinian Territory), touch base with current implementation partners (Egypt, Jordan and Tunisia) and train participants on the interpretation of the data.

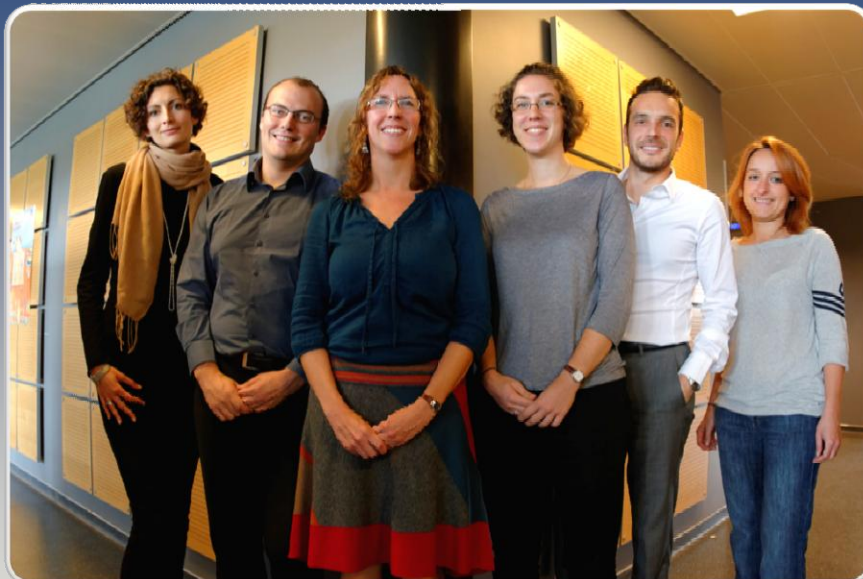
On the 19th of March 2013, the **UN Working Group on Youth (UNWGY)** organized a brown paper bag event in Suva (Fiji), where ILO’s Labour Statistician Tite Habiyakare presented the concepts of the SWTS and its progress in Samoa. The presentation was attended by members of different UN agencies, regional development/youth organizations working in the Pacific and national institutions from Fiji. During this event, the importance of the survey was highlighted, as the results of such research will be used in the development of national programmes to tackle youth unemployment.



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The W4Y Team

of the Youth Employment Programme



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