

Committee on Youth Employment

Warning: this document is a draft and may contain omissions or errors. It is made available solely for the purpose of verification and correction. Persons referred to in this document are not to be regarded as bound by statements attributed to them. The ILO declines all responsibility for any errors or omissions which this document may contain, or for any use which may be made of it by third parties.

Draft report

1. The Committee on Youth Employment, set up by the Conference at its first sitting on 30 May 2012, initially consisted of 172 members (79 Government members, 38 Employer members and 55 Worker members).¹
2. The Committee elected its Officers as follows:

Chairperson: Ambassador Noureddine Bardad Daidj
(Government member, Algeria) at its first sitting

Vice-Chairpersons: Ms Noura Saleh Alturki (Employer member,
Saudi Arabia) and Mr Plamen Dimitrov (Worker

¹ The modifications were as follows:

- (a) 31 May a.m.: 212 members (102 Government members entitled to vote with 987 votes each, 47 Employer members with 2,142 votes each and 63 Worker members with 1,598 votes each);
- (b) 31 May evening: 210 members (102 Government members entitled to vote with 2,867 votes each, 47 Employer members with 6,222 votes each and 61 Worker members with 4,794 votes each);
- (c) 1 June a.m.: 221 members (105 Government members entitled to vote with 832 votes each, 52 Employer members with 1,680 votes each and 64 Worker members with 1,365 votes each);
- (d) 2 June: 225 members (108 Government members entitled to vote with 65 votes each, 52 Employer members with 135 votes each and 65 Worker members with 108 votes each);
- (e) 4 June: 190 members (108 Government members entitled to vote with 65 votes each, 52 Employer members with 135 votes each and 30 Worker members with 234 votes each);
- (f) 8 June a.m.: 180 members (110 Government members entitled to vote with 12 votes each, 40 Employer members with 33 votes each and 30 Worker members with 44 votes each);
- (g) 9 June a.m.: 160 members (110 Government members entitled to vote with 4 votes each; 40 Employer members with 11 votes each and 10 Worker members with 44 votes each).

member, Bulgaria) at its first sitting

Reporter: Ms Emalene Marcus-Burnett (Government member, Barbados) at its eighth sitting

3. At its eighth sitting the Committee appointed a Drafting Group to draw up conclusions. It was composed as follows:

Government members: Mr Tom Dibley (New Zealand), Mr Matthew Levin (United States), Mr Sharda Prasad (India), Ms Mariliis Proos (Estonia), Ms Tendani Ramulongo (South Africa), Mr Ricardo Ruiz de Viñaspre (Chile), Ms Vibe Westh (Denmark), Mr Maurice Zannou (Benin)

Employer members: Ms Noura Saleh Alturki (Saudi Arabia), Mr Richard Cairney (Australia), Mr Henry Cheynel (France), Mr Reagon Graig (Namibia), Mr Alf Åge Lønne (Norway), Mr Ariosto Manrique Moreno (Mexico), Mr Ross J. Nova (United States), Mr Juan José Schaer (Argentina)

Worker members: Mr Grant Belchamber (Australia), Mr Neil Coleman (South Africa), Mr Kurston C. Cook (United States), Mr Plamen Dimitrov (Bulgaria), Ms Hadja Kaddous (Algeria), Mr Pierre Ledecq (Belgium), Ms Ana Isabel Lopes Pires (Portugal), Mr Octavio Rubio Rengifo (Colombia)

4. The Committee had before it Report V, entitled *The youth employment crisis: Time for action*, prepared by the International Labour Office (Office) for a general discussion of the fifth item on the agenda of the Conference.

5. The Committee held ... sittings.

Introduction

6. In his opening statement, the Chairperson highlighted the relevance of the work before the Committee. Youth employment was a global challenge that the economic and financial crisis had aggravated. The task ahead was to explore solutions, with contributions by all members.

7. The representative of the Secretary-General (Ms Azita Berar-Awad, Director, Employment Policy Department) outlined the structure of the Office report and illustrated its first two chapters. Chapter 1 provided the trends and characteristics of the youth employment crisis. Several dimensions were present: first, the number of unemployed young women and men had reached unprecedented proportions globally, with wide regional and country variations; second, young people who were employed were often trapped in low-quality jobs, for example the working poor, those in the informal economy, low-paid workers and those with temporary jobs; third, there was evidence of rising discouragement of youth who were neither in employment nor education or training, resulting in their detachment from labour markets; fourth, young people were not a homogeneous group and a number of factors such as gender, age, education, social background, origin, disability, HIV/AIDS, or being a migrant, caused further disadvantages. The combination of these dimensions made transition to decent work more difficult for youth, with the risk of this trend becoming structural and resulting in a loss of faith in a better future.

8. Chapter 2 examined what had been done in each of the policy areas identified in the resolution concerning youth employment adopted by the Conference in 2005. It included examples of measures that had been successful under the areas of: macroeconomic policies; education and training; labour market policies and institutions; youth entrepreneurship and self-employment; cooperatives and the social economy; Public Investment and Employment Programmes (PEPs); application of international labour standards; social protection for young workers; youth participation, social dialogue and collective bargaining; and policy coordination, coherence and evaluation. Overall, a review

of the policies of 140 countries showed that there were few comprehensive policy frameworks and most interventions were based on a project or programme approach, with limited coherence and coordination and limited earmarking of resources. Also, most interventions focused on the supply side while sluggish demand remained a major constraint. Youth employment was linked to the overall employment situation but youth were more vulnerable to economic cycles. A balanced approach was needed to promote job-centred inclusive growth and manage demand to create the 600 million new jobs needed in the ten years to come.

9. The deputy representative of the Secretary-General (Mr Gianni Rosas, Coordinator, Youth Employment Programme) presented Chapter 3 of the report, illustrating the policy frameworks that sustained the ILO's support to youth employment and global partnerships and the progress achieved under the three pillars of the ILO's plan of action, as established in the 2005 resolution. Under the first pillar, "knowledge", the ILO produced more than 70 policy research publications; statistics disaggregated by age and gender such as the Global Employment Trends (GET) for Youth and the Youth Labour Market Indicators database (YouthStat); school-to-work transition surveys were undertaken or in progress in 38 countries; policy databases on national development frameworks (NDFs) and national employment policies (NEPs), as well as youth employment policies (YouthPol); a youth employment inventory and a good practice database; and toolkits and guides covering themes such as apprenticeships, youth entrepreneurship, monitoring and evaluation of youth programmes and rights at work for young people. A knowledge-sharing platform was also created, putting practitioners and policy-makers together in a virtual network. Under the second pillar, "advocacy", the ILO established partnerships and organized campaigns. The Youth Employment Network was established in 2001 as a partnership among the ILO, the United Nations and the World Bank. Multilateral cooperation and policy coordination had been successful at the international and regional levels. The ILO co-chaired the UN Inter-Agency Network on Youth Development (IANYD), designed and

implemented joint UN programmes on youth employment and migration under the MDG Achievement Fund for Youth Employment and Migration, contributed to the G20 discussions and conducted joint work with the Organisation for Economic Cooperation and Development (OECD). Numerous regional and national events on employment creation, rights at work and employability had been organized, including 50 national and regional events. Finally, an awareness-raising campaign on decent work for youth had been launched through the media.

10. Under the third pillar, on “technical assistance”, since 2006 the ILO had provided technical assistance to more than 60 countries. Youth employment impact was achieved in 14 target countries in 2010–11. In 2012, over 50 countries had requested technical assistance, showing increased demand for ILO services. At country level, the ILO had developed a step-by-step implementation model, starting with data collection and analysis, identification and the shaping of policy options, and resulting in the development of youth employment national policies, strategies and action plans, and the implementation, monitoring and evaluation of comprehensive youth employment programmes. All this was carried out by government institutions, employers and workers, and in consultation with young people’s representatives. In Peru, youth employment priorities were identified, a national employment policy with priority on youth was developed, and an action plan was implemented. A certification programme facilitating job search as well as skills training, entrepreneurship and work experience programmes were established and, since 2010, 260,000 disadvantaged youth, mostly from rural areas, had been assisted in finding jobs, enhancing their employability and improving their working conditions. The whole process was carried out through tripartite social dialogue involving youth in the National Labour and Employment Council.

11. The representative of the Secretary-General introduced the points for discussion. The first theme was on employment, economic and sectoral policies, including the role of the public sector and the social economy. The second theme was on employability, including the

recognition of prior learning and skills gained on the job. The third was on labour market policies, including employment services and social security. The fourth was on youth entrepreneurship and self-employment. The fifth was on rights for young people. The sixth focused on identifying the way forward to implement the 2005 resolution more effectively by governments, social partners, the Office and multilateral institutions and dialogues. A review of what had been done since the 2005 resolution, and whether such policy approaches had worked, and a review of the ILO's direct action, would be made under each point for discussion.

- 12.** In his opening statement, the Chairperson highlighted the importance of the work before the Committee. Its conclusions would determine the priorities of the Organization's future work on youth employment.
- 13.** The representative of the Secretary-General informed the Committee that the ILO had held the first Youth Employment Forum in Geneva the previous week, following a consultation process in March and April in 46 countries. The Forum had gathered around 100 young leaders with diverse backgrounds from all over the world in order to share their views on the current employment situation and discuss successful initiatives. The Forum also offered a great opportunity to young participants to get to know the work of the ILO.
- 14.** Three young Forum participants shared its conclusions with the Committee. Ms Ghada Al-Motawakil (Youth Leadership Development Foundation, Yemen) explained that the Forum focused on six areas: (i) job creation; (ii) education and training; (iii) job search and transitions to decent jobs; (iv) job quality and rights; (v) entrepreneurship and social enterprises; and (vi) participation and empowerment. The Forum established a link between youth and the ILO, recognizing the importance of discussing youth employment with young people. She called for increased youth participation and the establishment of the Forum as an annual event to precede the International Labour Conference (ILC). A

youth advisory council within the structure of the ILO was needed and should be complemented by a global network of young people.

- 15.** Ms Luvna Arnassalon (Mauritius Employers' Federation) placed special attention on the role of the education and training systems to facilitate young people's transition to decent jobs. She called for high-quality education and added that a minimum of qualifications were needed to facilitate a successful transition into the labour market. In addition, she called for better alignment between curricula and labour market requirements. To smooth the transition, Ms Arnassalon suggested the use of internships and apprenticeships as well as further attention to formalization. Lastly, she underscored the importance of entrepreneurship promotion and the need to support innovation that comes from youth.
- 16.** Mr Pablo Reyner (Argentine Workers' Central Union) called for public policies that combated precarious employment. Social protection had to include and target young people. He reminded the Committee of the importance of involving young people in public policy-making and underscored the importance of strengthening unionization of young workers. Governments and social partners had to include in their structures and agendas those that had no voice, such as young unemployed and migrants. Without replacing the tripartite structure, he proposed a social pact where other actors working on employment issues would also be involved.
- 17.** The Employer Vice-Chairperson underscored that the discussion had to begin on the foundation of a return to economic growth and development. Job creation implied policy-makers better engaging and understanding employers. Alongside the empowerment of young workers to take on jobs, it was the employers in the private sector who needed to be empowered and encouraged to create jobs. She underscored the importance of sustainable enterprises that were able to invest and employ young people. She also stressed the importance of sound economic decision-making to restoring job creation. Furthermore, the diversity of national circumstances and determinants of growth had to be recognized.

There was no panacea or magic bullet to the youth employment challenge. However, the main foundation for youth employment was economic growth and she identified four policy pillars: (i) education, training and employability; (ii) effective labour market services to jobseekers and their potential employers; (iii) harnessing the contribution of entrepreneurship and self-employment; and (iv) flexible and accessible employment options. She concluded by saying that her group approached this discussion from the starting point that the 2005 Conference resolution was still very relevant. Many of the right approaches were outlined in the 2005 conclusions and now had to be fine-tuned in light of new opportunities and lessons learned. The challenge was to take the approaches agreed in 2005 a step closer towards action.

- 18.** The Worker Vice-Chairperson underscored the increase of youth unemployment to unsustainable levels. Many global forums and initiatives emerged such as the G20 Task Force on Employment and the ILO's input to these debates needed to be based upon the deliberations and outcomes of this Committee. He recalled that a balanced set of conclusions were adopted in 2005 and highlighted three key pillars: (i) promoting economic policies for employment creation; (ii) increasing the employability of young workers; and (iii) ensuring respect for the rights of young workers. The second pillar had received most of the attention and resources. Although it was clear that youth needed to have the right skills and experience, these measures were not effective during periods of sluggish growth. In addition, the first pillar had not received much attention even though research demonstrated that macroeconomic and sectoral policies that stimulated demand and increased the quality of growth could deliver the bulk of the jobs that were needed. Governments had to make employment growth a central objective of their macroeconomic policy. However, recent fiscal austerity measures, particularly in Europe, had led to rapid increases in youth unemployment and negative growth in various countries. The 2005 resolution pointed to the improvement of the quality of jobs, but the reverse had been true due to deliberate strategies to solve the unemployment crisis by increasing labour market

flexibility. In concluding, he underscored the need to emphasize macroeconomic policies that stimulated demand and created employment as well as policies that ensured equal rights for young people and secure employment.

19. The Government member of Denmark, speaking on behalf of the governments of Member States of the European Union (EU) ² attending the Conference, and Norway, thanked the ILO for the report which was an excellent basis for discussion. Tackling youth unemployment that had reached unprecedented levels in many countries was of utmost priority. She congratulated the Office for organizing national and regional consultations and the Forum. Policies promoting youth employment required a coherent approach and she pointed out: macroeconomic policies; employment and social policies; active labour market policies (ALMPs); social inclusion; education and skills development; policies to support transition from education to work, from unemployment to work and from precarious job situations to permanent full-time employment. Young people were not a homogeneous group and different measures should be adopted. The European Council Conclusions “Promoting youth employment to achieve the Europe 2020 objectives”, from June 2011, contained a comprehensive policy framework for youth employment. She shared the objective set out in the Office report to develop partnerships. Cooperation with social partners was very important. The EU actively contributed to partnerships at the international level, and more specifically in the context of the G20. The ILO had a solid basis for action in the field of youth employment and she welcomed the opportunity to discuss further what the ILO had done so far and what could be done in the future. It was important to find new ways on how to strengthen the implementation of the resolution.

² Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom.

20. The Government member of Brazil, speaking on behalf of the Group of Latin American and Caribbean Countries (GRULAC) attending the Conference ³ stated that youth unemployment was a global challenge. The joint publication of the ILO and the Economic Commission for Latin America and the Caribbean (ECLAC) on the labour market situation in the region pointed to some innovative policy responses, such as improved access to unemployment benefits and the use of training schemes to improve job placement. There was a direct link between the levels of youth unemployment and the quality of economic growth. Latin America and the Caribbean chose a development vision based on reducing inequalities and, as had been stated by GRULAC on past occasions, the relative success of this region throughout the crises had been due to the good management of macroeconomic policy.

21. The Government member of Australia underscored the need to identify practical steps that could be used by governments, the social partners and the ILO to improve their respective abilities to target youth employment in tangible and cost-effective ways. She referred to three criteria for developing outcomes from the discussion. First, outcomes should be justified, based on the evaluation of research, analysis of the current situation and constituents' needs. Second, the outcomes should address an area of clear and significant need. Third, the outcomes should be realistic, practical and implementable. Since 2005, the world had experienced profound changes as a result of the economic crisis. Despite the fact that the Australian economy was fairly resilient, young people were particularly affected by the crisis. She mentioned the importance of investing in education and training and promoting workers' rights and urged the ILO to continue demonstrating strong leadership, including in the G20 forums, to foster the development of coherent policy responses on youth employment.

³ Argentina, Barbados, Plurinational State of Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Suriname, Trinidad and Tobago, Uruguay, Bolivarian Republic of Venezuela.

22. The Government member of Canada underscored that the financial and economic crisis had a considerable impact on young jobseekers and therefore this discussion was very timely. Young people encountered disproportionate challenges in finding and maintaining decent work. A poor employment record in the early stages of a career could harm job prospects for life. She recognized that strong partnerships between key stakeholders, including governments, social partners, education institutions, service deliverers and communities, were needed to implement effective youth employment measures. The ILO had a key role in strengthening partnerships through research, capacity building and training. For the ILO to better understand the needs of its constituents, the discussion should provide the opportunity to share good practices.

23. The Government member of India complimented the Office for the excellent report. He highlighted that India had always pursued the goal of productive and freely chosen employment within the limitations of available resources. As a planned economy, the policy followed focused on employment generation in the growth process itself with the thrust on sectors with high employment potential, aiming at the attainment of social objectives. Employment generation required multi-sectoral and multi-pronged approaches creating wider avenues for wage employment and self-employment. Employment generation was a high priority for his Government. He named several employment generation programmes, including the Mahatma Gandhi National Rural Employment Guarantee Act and the Prime Minister's Employment Generation Programme which had increased its allocation by 23 per cent in 2012–13. He also mentioned the Bharat Nriman scheme, a business scheme for rural infrastructure which generated significant employment opportunities. He confirmed that, despite the global economic meltdown, the Indian labour market showed resilience. As part of an inclusive development strategy, his country was committed to: (a) economic and social empowerment; (b) education for socially disadvantaged groups; and (c) marginalized sections of society. He described the complexities and challenges of the Indian labour market in relation to youth employment,

including skill mismatches, low technology levels, low wages and productivity, occupational shift in employment, seasonal underemployment, excess labour supply, rural to urban migration, and limited participation of women in the workforce. The Government placed a great deal of effort into skills development, especially for youth. Furthermore, “employment exchanges” helped jobseekers find suitable jobs and to collect labour market information. The Government planned to support and modernize all employment exchanges making more effective use of information technology. Furthermore, the Government was publishing annual employment reports to stimulate a constructive public debate and eliciting practical suggestions for improving quantitative and qualitative aspects of decent employment for youth.

- 24.** The Government member of Trinidad and Tobago congratulated the ILO for a comprehensive report as well as for mobilizing international support and encouraging national focus on youth employment. Since the adoption of the 2005 resolution, concrete steps had been taken with the active involvement of youth at the international, regional and national levels. The hosting of a Youth Employment Forum by the ILO confirmed that youth were more than capable of contributing to decision-making processes. Trinidad and Tobago had hosted a Youth Employment Forum in March 2012 which brought together some 260 young persons. Two key points were emphasized: the need to actively involve young persons in the development and implementation of youth employment policies, programmes and projects, and to use new and emerging technologies. In Trinidad and Tobago, labour market challenges had been aggravated by the crisis. However, the situation would have been worse if it had not been for the initiatives that started prior to the crisis. Initiatives could be categorized under areas of promoting employment, employability, entrepreneurship and equal opportunities, and included: the operation of a national employment service; free tertiary education; curricula reform; rationalization and expansion of technical and vocational education and training; skills development programmes, especially in occupations related to the green economy; a national

mentorship programme; and assistance to youth in starting micro and small enterprises (MSEs). Anticipating the Committee discussions and the upcoming Rio +20 Conference, she concluded by proposing these three key points to guide deliberations: (i) investment in youth as an investment for the future; (ii) youth as partners in development; and (iii) youth as an integral part of the present.

25. The Government member of Turkey emphasized that decent work for youth was critical for poverty eradication, sustainable development and economic growth. Investing in youth was essential, notably in developing countries where the majority of young people lived. A package of labour market policies had been implemented in her country. Passive policies included unemployment insurance and short work payment. Active policies included job-search assistance, vocational training and entrepreneurship training. The budget allocated to active policies had been increased threefold between 2009 and 2011 and, as a consequence, the unemployment rate substantially declined. Key interventions implemented to address the youth employment crisis included youth employment incentives, entrepreneurship training, grants and credit support to establish a business, cooperation with international organizations, including participation in youth employment networks and in a UN joint programme on youth employment and migration, the development of a national youth employment action plan with ILO technical support, and a national employment strategy.

26. The Secretary-General (Mr Juan Somavia, Director-General of the International Labour Office) encouraged Committee members to reach an agreement at the highest level, setting ambitious goals for an outstanding document coming out of the discussions. While the conclusions reached in the Committee would provide guidance to the ILO and country-level policy efforts, the results of the Committee's work would go beyond the ILO. Youth employment issues were being discussed in almost every international organization, and the reasons for other organizations' interest in the ILO's outcome was due to its unique tripartite constituency that could speak on behalf of the real economy. Youth employment

was an unresolved problem in almost every country. The Committee had an obligation to think beyond what had already been thought in previous decades, because past policies were not working. The main difference between 2005 and 2012 was the crisis and the fact that more knowledge and policy experiences had been gained, including on interactions between different policies. While employability issues were now better understood, the youth employment challenge would not be solved without a growth process that produced jobs. For a long time, there had been a phenomenon of job-weak growth, with episodes of high growth that were not accompanied by sufficient job creation. It was imperative for the ILO to tackle macroeconomic issues in a substantive manner. This was a real challenge, since macroeconomic issues had been beyond the traditional issues dealt with by the ILO. In this regard, he noted that the G20 had invited the participation of the ILO, along with the International Monetary Fund (IMF), the World Bank and the OECD, to gain the opinions of the ILO in macroeconomic issues. Further thinking and efforts by the Committee to contribute to addressing the demand side of economic policy-making would result in an enormous input to the global policy-making arena. The Global Jobs Pact and the Social Protection Floor Initiative were the result of important deliberations of the ILC and were widely endorsed. He concluded by stressing that the Committee could do the same in the youth employment domain.

General discussion

Point 1. Employment and economic policies

27. Mr Federico Ludueña (Under-Secretary, Promotion of the Social Sector of the Economy, Ministry of Labour and Social Security, Argentina) presented his country's recent experience with regard to youth employment. In 2003, Argentina had changed the course of its history, returning to the position of being a productive and inclusive country that it had lost in the 1970s. The new policy continued under the current President, Cristina Kirchner. The recipe was simple but required great political will. In the 1990s Argentinean

Governments had stressed free market policies under which economic questions took precedence over social issues. Youth were the group most affected. The 2001–02 crisis meant that the model of exclusion advocated by the Washington Consensus had to be reviewed. From 2003 onwards, the focus had been on job creation, with the implementation of the Comprehensive Plan for the Promotion of More and Better Work, which had two fundamental pillars: the establishment of a network of employment offices; and the formation of the ongoing training system, based on dialogue among the stakeholders in the employment field. In the same framework, two critical elements of the system had been set up: the network of ongoing training institutions, and the sectoral certification and continuing training councils. Social protection had also been thoroughly overhauled. Despite substantive improvement in the employment and economic situation, young people continued to be the group with the highest level of unemployment. The Government tried to rise to the challenge by setting up a programme on more and better jobs for youth. The first step was to increase the employability and labour market integration of unemployed young people that had not completed primary and secondary education. This was being done by providing them with: guidance and a life roadmap; primary and secondary education certification; and vocational training. Incentives had been introduced to encourage firms to provide internships and training. Many young people had so far been assisted by the programme, the success of which was proven by an increased insertion rate. The Government regarded the programme as under continuous development. More remained to be done. In particular, regional and local government had to become more involved, as did employers and trade unions, as well as young people themselves.

- 28.** The Worker Vice-Chairperson stressed the common challenge of creating 600 million jobs over the next decade. Such a challenge could only be achieved through employment-conducive macroeconomic policies. Studies showed that unemployment was not the result of supply constraints but rather of insufficient demand. He reminded the Committee of the responsibility of member States to use all possible policies to achieve full employment, as

specified in the Employment Policy Convention, 1964 (No. 122). Several ILO working papers studied constraints in macroeconomic policy instruments that hindered the generation of full and productive employment. Case studies of different countries, such as Argentina, Bangladesh, Malawi, Nigeria, Sri Lanka, Turkey and Uganda, were cited as examples of the important role of macroeconomic frameworks to promote job-rich growth. He summarized a mechanism through which macroeconomic policies could impact youth labour demand, namely: (i) direct hiring, through public sector or employment guarantee programmes and through public infrastructure programmes; (ii) hiring subsidies or tax reduction programmes; (iii) facilitating investment by reducing the cost and improving access to financing and by creating the infrastructure which facilitated trade and production activities; and (iv) by creating local markets for certain goods and services through procurement, tax, tariffs and subsidies. He stressed the importance of investing in demand-side interventions and the overrepresentation of supply-side programmes, as illustrated by the 2007 analysis of the Youth Employment Inventory. Direct job creation through public sector initiatives had to be at the centre of a youth employment strategy. He underscored the role of industrial and sectoral policies, especially in developing and non-industrialized economies and highlighted the importance of policy coherence, referring to the joint work of the ILO and the IMF as a follow-up to the Oslo Conference in 2010. He concluded by calling on the Office to focus on: (i) strengthening the macroeconomic policy expertise, research, data collection, employment and labour analysis; (ii) strengthening the industrial policy expertise; (iii) promoting and implementing relevant international labour standards, and especially Convention No. 122; and (iv) enhancing its work on the transition from the informal to the formal economy through an integrated approach.

- 29.** The Employer Vice-Chairperson noted that the discussion had to focus on employment rather than economic policies. It was the role of the ILO to advise its constituents, particularly governments, in determining the right mix of employment policies to

complement economic ones. The ILO had an applied or complementary policy remit grounded in employment policies, and not in wider economic policies. Accordingly, the ILO should not be the source of particular macroeconomic strategies. She referred to: (i) a recent ILO statement on an “austerity-led recession” where the ILO criticized the economic policy stance of a number of member States; and (ii) the Office report and its description of “new debates on the policy paradigms that have led to the jobs crisis” and the “limitation of growth models and orthodox macroeconomic policies”. These were an excess in the role and expertise of the ILO. She brought the 2005 resolution as an example of the role of the ILO, which did not claim that all determinants of youth employment were the responsibility of the ILO. She called for the same approach during the Committee’s discussion. The best contribution the ILO and its social partners could make in stimulating and ensuring employment-conducive growth came from the sessions of the general discussion, namely: education, skills and employability; labour market policies and services; and youth entrepreneurship. It was the employers’ decision-making that we were ultimately trying to influence. She called on governments to find creative ways to support businesses by: (i) improving the regulatory climate for doing business; (ii) reforming the costs and risks of hiring, particularly for young people; and (iii) providing more avenues for job creation, including through labour market flexibility and changing contractual agreements.

- 30.** A false dichotomy on austerity versus economic growth had been advanced that was not supported by her group. Those governments that were pursuing austerity policies were doing so based on their own best judgement. However, it did not mean that all governments needed to adopt austerity measures, but rather that it would be the right policy approach in some economies. The policy stance that hindered job creation was the one that made job creation costly, or the one that increased risks of investing. The report failed to engage with the case for fiscal contraction and debt reduction in the interests of young people. She warned of the dangers of speculating with austerity policies without

considering the needs of and the impact on young people. Her group was concerned with the economic analysis and policy stance of the Office throughout the report. She pointed out a potential mischaracterization of the 2010 recurrent item conclusions as regards macroeconomic frameworks. The reference to the 2010 ILO–IMF meeting in Oslo reflected the danger of the ILO administration providing views on economic policies that were not seconded by constituents. The meeting did not bring together the tripartite constituents and, as such, the employers disassociated themselves from the views presented. She criticized the report’s mentioning of the alleged benefits of abandoning macroeconomic orthodoxy and pursuing an alternative macroeconomic framework, as this was pure speculation. She suggested caution on the Committee’s conclusions on economic policies, and stressed the importance of returning to strong and sustained growth, without generalizations on specific economic, fiscal, or monetary policies. She called for recognition of diversity in economic circumstances and policy approaches that are necessary in order to return to economic and jobs growth, and asked the Committee members to recognize the value of focusing on employment as a complement to economic policy and not as its driver.

- 31.** The Government member of Denmark, speaking on behalf of the governments of Member States of the EU,⁴ reminded the Committee of the strong link between youth employment and the overall economic situation. She referred to recent youth employment trends in the EU and highlighted the importance of continuously adapting economic, employment and other sectoral policies to the new realities, ensuring financial stability and fiscal consolidation, as well as implementing actions to foster growth, competitiveness and employment, and to tackle the social impact of the crisis. The Europe 2020 strategy aimed at facilitating a coherent approach among economic and employment policies in order to

⁴ See footnote 2.

respond to the youth employment challenge. Policies promoting youth employment had to be fully embedded in the policy response to the 2011 sovereign debt crisis.

32. The Government member of Algeria underscored the country's progress in fighting youth unemployment since 2005. Algeria had made significant progress in human development, shifting its macroeconomic framework towards economic growth and supporting investments in social and physical infrastructure. The Government promoted job creation by supporting key productive sectors such as construction, tourism and industry and promoting ALMPs. He shared with the Committee several employment interventions implemented in the country such as the 2008 National Action Plan for employment promotion. The plan had six main objectives: (i) the fight against unemployment; (ii) the promotion of a skilled labour force; (iii) the development of an entrepreneurial spirit; (iv) the adoption of a qualification framework that responded to the needs of the labour market; (v) the improvement of intermediation services in the labour market; and (vi) the promotion of youth employment.

33. The Government member of Kenya, speaking on behalf of Government members of the Africa group attending the Conference,⁵ underscored the importance of assigning national priority to youth employment in national development frameworks. These frameworks needed to be backed up by time-bound national youth employment action plans that had measurable indicators and were developed, implemented, monitored and evaluated with the social partners. Efforts to pursue new pro-employment macroeconomic frameworks that placed full and productive employment at the core of national policies were needed. As observed in the report, empirical evidence did not validate the prevailing assumption in

⁵ Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, South Africa, South Sudan, Sudan, Swaziland, United Republic of Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe.

conventional macroeconomic frameworks that high rates of economic growth would increase the rate of employment creation. As young people were particularly vulnerable to economic cycles, timely and targeted countercyclical policies were necessary in order to reduce macroeconomic volatility. She called for macroeconomic policies that played a positive role in job creation by addressing constraints on private sector growth and small and medium-sized enterprises' (SMEs) access to finance. The key to youth employment promotion was its establishment as a key objective in macroeconomic policies.

- 34.** The Government member of Tunisia agreed that investment would be needed for job creation as would coordination between education, employment and training policies which responded to the needs of the labour market. He gave an overview of the youth employment situation in Tunisia and noted that the Government had taken steps, following the Revolution, to stop the situation from getting worse. Tackling youth unemployment required the strengthening of technical cooperation provided by the ILO, and countries where these problems were endemic had to be prioritized.
- 35.** The Government member of Senegal agreed with the Employers' group that, where entrepreneurship had been nurtured and developed and a conducive business environment had been promoted, this had created jobs. However, the only way to create the number of jobs that were needed was through macroeconomic policies and macroeconomic systems needed to be rethought. Sustained efforts at both the national and international levels and from all stakeholders were needed. Concessions would have to be made by all concerned if solutions were to be found. He called upon the ILO to engage in frequent consultations both with other multilateral institutions, for example, the World Bank, and within countries between different ministries, particularly ministries of labour, economic affairs and finance, employers' organizations and trade unions.
- 36.** The Government member of the Philippines thanked the ILO for the comprehensive report and congratulated the ILO Director-General for consistently including youth employment

on the international policy agenda. The preconditions for designing policies to address youth unemployment, as outlined in the 2005 resolution, continued to be relevant. These preconditions included, first, the need for economic growth, and this blueprint was clear under the Administration of President Benigno S. Aquino III. The second precondition was the continuous investment in health, education, training and essential social services, and he underscored a major reform in the education system. The third was the necessity to build an effective network of labour market information and delivery systems tailored to young people. Interventions focused on providing young people with information on skills and career choices included: the Special Programme for Employment of Students; the Youth Entrepreneurship Support Programme; and the Youth Education, Youth Employability Programme. His Government welcomed partnerships to advance the following actions to abate the youth employment crisis. First, to review and reformulate policies to boost job creation and the access of young people to these jobs. Second, given the limited resources, technical capacity should be improved in delivering programmes and services for young people through a convergence approach. Third, implementation of programmes, fostering improved access for youth to work experience and school-to-work transition, should be jointly carried out with industry partners. Fourth, new, innovative information resources for youth had to be developed, using technology, social media and high-quality career-guidance services. These were effective tools for assisting young people in making informed decisions about their future.

- 37.** The Government member of Indonesia thanked the Office for the comprehensive report. He referred to the President of Indonesia's speech at the plenary session of the ILC last year, where he stressed the need for more investment in sectors that generated jobs for young people and he called for working towards a global coalition for youth employment. A global campaign on youth employment could revitalize the 2005 resolution. The campaign could raise awareness among policy-makers, social partners and youth on the challenges at stake, and promote measures for more and quality jobs for young people. The

Indonesian Youth Employment Network, which involved tripartite representation, was a good example, and he suggested expanding it, not only at the central level, but also in terms of reaching the grass-roots level. He also underscored the importance of re-empowering this network.

38. The Government member of China thanked the ILO for organizing youth employment events in 46 countries and stated that the discussion of this Committee could build on them. China's Five-Year Development Plan included employment as a priority. In this regard, the role of the social partners was of great importance, including at municipal and local levels where tripartite committees had been established. Discussions were held with the social partners at the local level to include employment as a priority in development planning. In addition, evaluation mechanisms were set on employment targets and measures. He was in favour of proactive employment policy and for expansion of career-guidance services for jobseekers, especially those experiencing most difficulties. It was important to reduce the skills mismatch through career guidance and training. The development model was important, in particular the interaction between economic and employment policies. Fiscal and financial policies should support employment expansion and social policies. Providing a set of policies for improving employment was key for the creation of decent jobs.

39. The Government member of Sri Lanka thanked the ILO for the comprehensive report. Youth unemployment was a global pandemic and international agencies such as the United Nations, the ILO and the World Bank had included this topic on their agendas, increasingly recognizing that youth unemployment could trigger social instability within countries and globally. Youth unemployment was attributed to skills mismatch, and preference for white-collar and public-sector jobs. Further, it could also be linked to low levels of labour productivity in the context of globalization and environmental changes. These issues had been discussed for years now, however with little impact. The reasons might be the lack of policy coherence, weak conceptualization and implementation.

Therefore, policy directions on creating more jobs, improving employability and levelling the playing field were critical. In this regard, the Government needed to create a conducive environment for economic activities, in particular through sound and effective fiscal and monetary policies, ensuring both economic and employment growth. Human resources development policies, including technical and vocational training, should be linked to economic policies.

40. The Government member of the Republic of Korea highlighted that the difficulties faced by youth stemmed from structural problems in the labour market. The project “My Work, My Tomorrow” was aimed at helping youth to find better job opportunities under the 2020 National Employment Strategy. Employment-friendly fiscal and industrial policies were implemented to increase the job-creating capacity of the economy. The Government provided a comprehensive entrepreneurship support package and promoted school-to-work transition by implementing on-the-job training or internships for high school students, equipping them with the skills required. Educational opportunities were expanded, enabling young workers to get a college education and vocational training while working. He concluded by saying that the Government had also added measures to resolve labour market mismatch, expanding infrastructure for employment services and increasing incentives for workers to consider work in SMEs.

41. The Government member of Peru congratulated the Office for the report. Interventions implemented in Peru to promote youth employment included medium and long-term measures to strengthen vocational training, increased responsibility of local governments to promote youth programmes, promotion of rural productivity and rural competitiveness, tripartite consultations on youth issues, and improved legislative frameworks. The “Young People at Work” programme developed interventions to train and hire youth and promoted information exchange. Important areas where the ILO had substantially contributed were as follows: the promotion of inclusive economic growth to reduce poverty; national employment policies programmes and ALMPs. He underscored the importance that the

Committee address macroeconomic policies assessing the employment objectives, which were just as necessary as exchange rate and financial goals. Moreover, he stressed the need to embed macroeconomic, employment and youth issues, and to address the issue as a multisectoral problem to be resolved. He concluded by underscoring the need to influence international institutions to put employment on their agendas to ensure that the macro policy dovetails with employment policy.

- 42.** The Government member of the Bolivarian Republic of Venezuela thanked the Office for the excellent report and applauded the initiative to revisit such an important issue. She thanked the Government member of Argentina for sharing experiences in this area. She described some efforts that were made in her country in the last 13 years, through policy development and structural measures. Government efforts to promote integrated strategies resulted in positive impacts reflected in the reactivation and increase in national productivity, leading to sustainable growth through social investments, decreasing inflation, stabilizing the national currency and oil prices and oil reserves – all promoting an equitable economic and social impact. Among the different interventions, she pointed out the nationalization of strategic enterprises and public financing to support SMEs, cooperatives and the social economy. Partnerships had been strengthened, with countries from the South generating a fruitful relationship based on real economies and not financial speculation. Public policy had focused on social issues promoting an integrated vision to guarantee the right to health, education, food, work, culture, housing and participation. A ministry dedicated to youth was created and a new law was introduced on 7 May 2012 which protected work as a social phenomenon and promoted respect for all workers. The law placed special attention on youth employment and the shared responsibility of the State, families and society. This new legal instrument was aligned to the obligations already assumed under the ILO Employment Service Convention, 1948 (No. 88). Finally, she called for more concerted efforts to ensure that all human, social and economic rights were met for all workers, and in particular for youth.

43. The Government member of Argentina stated that for the Government to find viable alternatives and solutions to the youth employment challenge, there was a need to understand the types of macroeconomic policies which would help youth employment. For many years, neoliberal arguments supported only one choice for macroeconomic policy. This resulted in increased social inequalities. Youth unemployment problems were not directly addressed if employment policies for young people were thought of as complementary measures to correct the undesirable effects of the market system. He stressed the importance of reaching a fiscal balance and an investment balance that promoted social development and strengthened enterprise development. At the same time, policies needed to guarantee the rights of those who had the least opportunities to access decent jobs. He concluded by noting that problems affecting youth and youth employment had many causes. This implied that the solutions could only be found through an integrated policy approach. Specific programmes needed to be examined and understood as part of the larger social and economic system. In this regard, he noted that the Government of Argentina had been successfully promoting a model of economic growth which was inclusive and promoted better distribution of wealth.

44. The Government member of Bangladesh presented the youth employment situation in his country and shared with the Committee six pillars of interventions aimed at promoting synergies among employment and economic and social policies affecting youth employment. First, there was a growing recognition among policy-makers that economic growth did not translate into employment growth. While some efforts to better calibrate economic policies were being made, it would still take some time before development strategies were reoriented to youth development and employment. Second, there had been a fundamental shift in the country's education policies to strengthen vocational and technical education. Third, there was an emerging consensus between the Government and the private sector to enhance dialogue on addressing supply and demand-side issues concerning employment and employability, with a focus on youth. A national service

programme that gave young people a remunerated apprenticeship experience in the public sector was introduced. Fourth, efforts to mainstream migration into development policies needed to better integrate its important youth dimension. Fifth, there had been a systematic effort to institutionalize programmes for promoting self-employment opportunities for youth. Finally, he noted that the significant dimension of the informal economy mostly affected youth. He stressed the importance of macroeconomic policies to address the issue of informality.

45. The Government member of Chile gave an overview of the youth employment situation and underscored that, in order to enhance a smoother transition to the labour market, the Government had been taking measures to improve youth labour force participation, as well as to strengthen the link between the educational system and the labour market. Another policy measure that had given good results, as noted in the Office report, was the subsidies for youth employment. This policy represented a 30 per cent subsidy on wages for the most vulnerable segment of youth, aged 18 to 24 years. He noted that the evaluation of the measure showed its positive impact, significantly improving the employment rate of young people.

46. The Government member of Canada supported the ILO's efforts, its participation, along with the OECD, in the G20 discussions, and the opportunity to share best practices. Canada's Youth Employment Strategy helped those facing barriers to employment to obtain the skills, experience and information needed to make a successful transition to the labour market. The approach was to encourage young people to continue education, with a view to improving their employment prospects, and to design policies facilitating transition to the labour market, particularly for youth with low skills or disabilities. Interventions were horizontal, involving 11 government agencies, and included wage subsidies to foster job creation and targeted support based on individual action plans. An evaluation of the strategy showed it to have had positive results. Other initiatives were taken at the provincial level. For example, Quebec's SERRE programme provided funding for training

activities targeted towards workers from organizations affected by the economic downturn and was particularly beneficial to youth.

47. In her closing remarks, the Employer Vice-Chairperson stressed the role of economic growth in job creation. Several governments had recognized the importance of the private sector in addressing the youth employment challenge. In 2005, it was agreed that youth employment should be considered in all policies, with a view to national diversity. Macroeconomic policies therefore needed to take national contexts into consideration. The Employers' group would provide more substantive comments in the discussion of the following points.

48. In his closing remarks, the Worker Vice-Chairperson referred to the ILO Declaration on Social Justice for a Fair Globalization, the Global Jobs Pact, the recurrent discussion on employment and Convention No. 122, as evidence of the clear mandate of the ILO to promote employment-conducive macroeconomic policies. The Director-General of the ILO had also called on the Committee to move as one with ambitious employment-centred macroeconomic policies and to assume the leadership that the United Nations and the G20 were expecting from the ILO. The debate should therefore not be whether the ILO should engage in macroeconomic policies, but which policies would work better. The issue was not only about growth, but also about how to make a difference in the lives of people. Greece, Ireland, Latvia, Portugal and Spain applied austerity measures following orthodox policies, while it was fresh approaches and ideas that were needed. Discussion points 1 and 5 were of key importance to the Workers' group, and discussing only points 2 to 4 would not be acceptable.

Point 2. Employability – Education, training and skills, and the school-to-work transition

49. Ms Ellen Jeppesen (Director of the International Department, Arrhus Technical College, Denmark) illustrated a case study on the vocational education and training dual system in

Denmark. By alternating school and work in a consistent and comprehensive manner, the system eased transition from school to work. The model could not be transferred directly from one country to another, but could be adapted to a specific context.

- 50.** Four elements characterized well-functioning dual systems, namely: (i) a clear definition of the responsibilities of the schools and companies and good interaction between them; (ii) the participation of the social partners, including through professional and trade committees; (iii) a clear definition of the rights and responsibilities of the students, which should be legally regulated, including through the participation of social partners; and (iv) a clear funding scheme for the dual system.
- 51.** Dual systems offered a unique setting to build ownership by social partners and worked best with their participation, which ensured alignment between the skills taught and the needs of the labour market. The dual system was effective in supporting school-to-work transition, also thanks to its ability to motivate young people, who saw their skills used in the world of work. Nevertheless, more reflection should be devoted to gender-related aspects, to avoid stereotyping in the different sectors and occupations.
- 52.** Dual systems were also sensitive to the economic context. In times of crisis and high unemployment, the difficulty in finding a work placement or an apprenticeship made it easier for students to drop out of the market, especially if measures such as incentives for companies to take students were not in place. Travel distances were also a potential hindrance for dual systems, as it might be unfeasible for students to travel long distances.
- 53.** Effective dual systems required the strong involvement of the social partners, and regulations and mechanisms ensuring quality and coherence of learning in school and in companies. These factors also helped to avoid the potential risk of students becoming cheap labour. Mechanisms to better involve social partners and to strengthen cooperation between schools and companies were needed. It was also important to support teacher training and work practice for teachers, to make teaching and learning more real.

54. The Chairperson announced the arrival of the President of the Conference (Mr Rafael F. Albuquerque de Castro, Dominican Republic) and of the Government, Employer and Worker Vice-Presidents (respectively: Mr Rajab M. Sukayri, Jordan; Mr Blaise Matthey, Switzerland; and Mr Francis Atwoli, Kenya). He gave the floor to the President of the Conference.

55. The President of the Conference highlighted the significance of the work of the Youth Employment Committee and pointed to the synergies among the three main topics of the Conference, namely youth employment, the social protection floor and fundamental principles and rights at work. Youth employment was a global challenge: the arrival of millions of young people into the labour market coupled by the global financial crisis had exacerbated an existing problem. Decent, productive jobs, protection and solid employment relationships were needed. The work of this Committee and its conclusions were therefore of historical interest not only to the whole Conference, but also to the world of work in general.

56. An Employer member from the United Kingdom (Ms Lena Tochermann) stated that skills, including basic literacy and numeracy, formal qualifications and soft skills were critical for youth to enter the labour market. As paragraph 345 of the report indicated, significant deficits remained in the access to, and quality of, education and skills. The 2005 resolution highlighted three priorities: (i) young people needed to be ready for work; (ii) lifelong learning had to be maintained; and (iii) education and training had to be responsive to labour market needs. Two challenges emerged for the future: (i) to understand better national experiences in enhancing basic skills, employability and lifelong learning; and (ii) to learn what had worked, in both rural and urban areas.

57. A distinction had to be made between the cyclical effects of the crisis and structural labour market issues. In general, the crisis had confirmed that employability and skills acted as automatic stabilizers and made transition from one job to another possible. Too many

young people left school without the necessary skills and others dropped out of school too early or had never attended school. Access to education needed to be a priority in both developed and developing countries. Both schools and employers needed to work jointly on curricula that provided necessary skills. Schools needed to better identify people at risk of dropping out. Young people needed second chances, as for example with a new programme in Norway called *Prakisbrev*, which gave them the chance to work in a company if they were at risk of dropping out of school. New models had emerged and the ILO was called upon to focus on researching them and proposing models, in particular for non-OECD countries.

- 58.** Apprenticeships had been scaled up in many countries although they remained in demand. Paragraph 184 of the report highlighted the magnitude of this challenge for developing countries. The ILO could assist in the delivery of high-quality apprenticeship programmes.
- 59.** Paragraph 188 of the report was too sceptical regarding internships, while they were crucial to keep jobseekers linked to the labour market and maintain employability and skills across periods of unemployment. Internships were a part of the policy mix, as had been stated in the G20. In the United Kingdom, participants in the Government's work experience scheme were more likely to be in employment than a comparable group of their peers.
- 60.** Recognition of prior learning had become even more important through the crisis and the examples given in box 2.6 of the report showed positive ways to convert informal skills into formal qualifications and to give value to skills acquired in non-formal settings. This was an area that could be promoted in other member States facing widespread informality.
- 61.** The crisis also brought the emergence of unemployment among the highly educated. One way to address this issue was youth entrepreneurship. It was important to avoid an erosion of confidence in education and training, but rather aim at improving its quality. As

paragraph 151 of the report illustrated, higher levels of education tended to result in better labour market outcomes.

- 62.** Targeted incentives from governments to employers to provide training were necessary. They could take various forms, as noted in paragraph 190 of the report, including direct monetary payments or other means of alleviating the cost and risk of employing and training a young person, such as exemptions from social security.
- 63.** Partnerships with businesses would determine success and governments should work with employers to develop incentives. The Youth Contract in the United Kingdom represented a good practice. The conclusions of the discussion would benefit from a strong emphasis on such partnerships with businesses.
- 64.** Paragraph 171 of the report noted the use of skills councils to consult with businesses on skills, skills forecasting, qualifications and training. This approach could be successful if these councils had the right levers to influence education policy. This would require close collaboration with schools and career advisers and the model should be more widely promoted in the ILO member States. The example of the Republic of Korea, mentioned in box 2.3 of the report, was a good practice. It illustrated how forecasting of skills needs was fed into career-advice services. France had a similar system.
- 65.** Employability and retraining through employment services should be closely linked to labour market analysis. This meant that education and training policy should be integrated with labour market services.
- 66.** Further, there was a need for effective partnership at the international level. Cooperation with the OECD and the United Nations Educational, Scientific and Cultural Organization (UNESCO) would be critical and should be based on research, promotion and information, respecting these organizations' areas of expertise. The development of the ILO knowledge-sharing platform was very encouraging. It would be important that the platform did not

remain an end in itself, but that the information was used to close knowledge gaps on the effectiveness and financial sustainability of different programmes. The Committee should take the conclusions of the 2005 resolution as a basis and discuss how to do better.

67. The Worker Vice-Chairperson reminded that the ILO was a tripartite organization: partnerships with all social partners, not just businesses, were important.

68. Improving the employability of young people was one of the three key pillars of the 2005 conclusions. Currently, many young people would have to cope with the scars of diminished employability caused by unusually prolonged unemployment and detachment from the labour market. The critical role of skills development was related to allowing young people to remain responsive to change and be able to perform better paying jobs to improve their living standards. In this context, it was important to recall the general discussions at the 97th Session of the ILC in 2008 on skills for improved productivity, employment growth and development, as well as the Global Jobs Pact, which identified education and training as a central pillar of decent work.

69. It was more important than ever that each child had access to basic education. No country had achieved sustained economic growth without having high literacy rates. It had been estimated that each extra year of secondary schooling added between 15 to 25 per cent in earnings. The enrolment figures showed improvement in meeting the Millennium Development Goals. However, there was a need for further progress, especially with respect to girls' education. This was also a reminder that the fight against child labour was still on the agenda.

70. As indicated in the report (paragraph 151), although there was a significant relationship between youth employment outcomes and educational attainment levels in the OECD countries, the situation in many countries was different, namely education did not always guarantee a job. The high level of unemployment among educated youth was a reason for concern. Some examples included a recent article in the *New York Times* two weeks earlier

with a young American graduate from the University of Pittsburgh who had to take various jobs and was terrified by the impact this could have on his résumé. Originally, he was interested in a career in publishing, however he had to accept various jobs in order to cover his costs of living. More Oxford graduates ended up with waiters' jobs than ever. On average, graduates in the United Kingdom had £60,000 of debt at the completion of their studies. Such issues required a more careful scrutiny of the linkage between employability and youth employment. It was not just about strengthening the link between education and training systems and the world of work, but also about understanding the demand side of education and training.

- 71.** The importance of the demand side of skills was well reflected in the Human Resources Development Recommendation, 2004 (No. 195), the Global Employment Agenda, and the ILO Tripartite Declaration on Principles concerning Multinational Enterprises and Social Policy. More emphasis should be placed on skills that were technology and knowledge intensive, as well as skills for green jobs. There should be more investment in skills development to improve the employability of vulnerable workers and the long-term unemployed. Further, there should be stronger focus on youth at risk, including low-wage, low-skilled, informal economy and migrant young workers.
- 72.** The earlier discussions on macroeconomic and sectoral policies stressed the importance of industrial policies to invest in sectors and productive capacities, which harnessed technologies, therefore increasing the technological intensity and value-added of products and therefore income levels of workers. A skills strategy needed to be developed for young workers, so that they could be engaged in these newly created, higher skilled jobs.
- 73.** Governments, with support from the ILO, should promote investment in vocational education and training, which had also an important role to play in industrialization strategies. This was particularly important for young low-skilled and low-wage workers. The social partners had an important role to play in technical vocational education and

training (TVET) strategies. Access to and quality of training and education was important, including access to lifelong learning.

74. Strategies for the promotion of apprenticeships and internships as part of education programmes to smooth the transition to a first job had also proven to be effective, especially with the involvement of the social partners. However, there should be clear criteria for such programmes to ensure that they were not used to access cheap labour and replace regular workers.

75. The Worker Vice-Chairperson stressed the importance of education, highlighting that skills and training could not be overstated. Nevertheless, skills and training without decent jobs would be rather pointless.

76. The Government member of Kenya, speaking on behalf of Government members of the Africa group,⁶ stated that in many developing countries education did not guarantee jobs and there was a need to determine whether there was a correlation between youth employment and educational attainment as in the context of developed countries. Gaps in quality basic education and low literacy levels still prevailed and were greater for girls in sub-Saharan Africa. The quality of basic education for young people should be improved to enhance the potential for economic growth and give youth a chance to obtain decent jobs. Scaling up social protection would play a role in this effort. Also, second chance initiatives should be supported for those who never attended or dropped out of school or apprenticeships early. More research was needed on tertiary education and graduate unemployment in Africa, with a focus on policies that strengthen the link between education and training, and the labour market. Developing countries required support to: match skills and labour demand; strengthen and adapt vocational training systems according to the guidelines provided in the ILO Conventions on human resources

⁶ See footnote 5.

development; integrate information and communications technology (ICT) in TVET. To make TVET more effective and efficient, training had to be more relevant to economic policies and receive proper funding. The Africa group supported focus on vocational training policies that harnessed technological advances and called for improved apprenticeship systems. More information on school-to-work transition was needed. Additionally, university education in developing countries was too academic and it was necessary to look for public-private partnerships that would ease the school-to-work transition. Distinctive features of youth employment required context specific solutions.

77. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU,⁷ the Accession Country (Croatia), Candidate Countries (Iceland, Montenegro, the former Yugoslav Republic of Macedonia, Turkey and Serbia), Countries of the Stabilization and Association Process and potential candidates (Albania and Bosnia and Herzegovina), as well as Armenia, the Republic of Moldova and Ukraine, stressed that education, training and skills development were fundamental to secure a strong foothold in the labour market. The report highlighted some of the positive impacts of education and training, such as lifelong learning improving employability, higher productivity, quality employment, income growth and personal development. Education and training systems were an investment in human capital, and the EU had taken initiatives aiming to improve the performance of education and training systems to prevent youth unemployment from arising due to lack of qualifications. Early school leavers were a concern, and in 2010 the EU had decided to set targets on educational attainment. Policies promoting school-to-work transition and labour market transitions had to build on strong partnerships with social partners, while higher education institutions had to engage more with the business sector to ensure that qualifications matched labour market demands. The areas in which the ILO should support its constituents were: (i) the development of better systems to

⁷ See footnote 2.

anticipate skills demand and supply; (ii) the identification of relevant skills to avoid mismatches with labour demand and the development of proper vocational education and training programmes; (iii) the provision of guidance and counselling in schools, which in their turn help youth make informed career choices; (iv) the provision of assistance to have better recognition of skills acquired through formal, non-formal and informal learning; and (v) the facilitation of the acquisition of skills and experience by young people through apprenticeships, internships and other schemes. Finally, more evidence-based research had to be at the core of ILO action.

78. The Government member of Turkey noted that training and education could be considered as a key for young people to open the door to the labour market, if they met its requirements. Acquisition of skills and knowledge led to higher chances of having employment in high-quality jobs, but education did not always guarantee decent jobs. Education and vocational training policies had to be linked to employment policies, and funding should be ensured. In Turkey, a wide partnership was established across the public and private sectors, involving the social partners and NGOs, and an action plan for strengthening the relation between employment and vocational training was prepared. Some priorities were defined. They included the creation of a national qualifications framework, updating of the educational programmes, the periodic assessment of labour market needs, the improvement of the environment for vocational and technical education, the provision of accreditation of vocational education and training institutions, enhanced cooperation on improving efficiency in workforce training courses, and promotion of incentives to enhance employability of the graduates.

79. Turkey also implemented another project to strengthen vocational education and training, and a project to strengthen the link between vocational training and employment, enhancing both formal and non-formal vocational and technical education. The implementation of the projects had contributed to a fall in youth unemployment, as well as increased participation of youth in the labour force.

80. The Government member of Japan noted the severe employment situation facing Japanese youth and stressed the importance of enhancing vocational skills. By mid-2012, the Government would put in practice an employment strategy for youth, that emphasized fulfilment of education, smooth transition from school to work, and career shaping after graduation. The proposed initiatives were being consulted among the Government, the social partners and the education providers. There were two main issues related to human resource development and skills acquisition: (i) non-regular workers could not participate in training, which in turn prevented them from becoming regular workers; (ii) without training, it was hard to accurately evaluate young people’s vocational abilities. This in turn meant that youth faced difficulties in getting a better job and created a vicious cycle. To address these issues, the Government created the “Job-Card System”, whereby youth would list their jobs in a card and the staff at the public employment services (PES) – “Hello Work” – would assess their potential and needs and provide them with opportunities to be trained in by both lectures and on-the-job training in a company. A trainee’s vocational ability would be evaluated and recorded by a training company, which provided objective evaluations on the abilities of the individuals. This in turn was expected to facilitate regular employment opportunities for youth.

81. The Government member of Norway supported the statement made on behalf of the EU and added the Norwegian perspective. Economic growth and employment depended on the qualification and competence of the workforce, but being well educated was not always sufficient to ensure employment. At the same time, in times of economic crisis, it was also a good time to invest in youth education, to meet the future skills needs of the labour market. It was important to implement coherent labour market and educational policies. In Norway, drop-outs from secondary education posed a considerable challenge and a dual system was in place consisting of two years in school and two years in apprenticeship. However, some youth were not able to complete the system due to lack of apprenticeship opportunities, and the Government had responded by promoting more apprenticeship

opportunities. A three-year initiative called the “New Possibilities Initiative”, in place since 2011, aimed to prevent drop-outs from education and to support return to school. The initiative had been implemented in partnership between the Ministry of Labour and Ministry of Education, both at the national and the local levels, and had shown good results.

82. The Government member of Switzerland stated that work represented integration at many levels, for the income it provided, the social ties it created, and the personal development of individuals. School-to-work transition determined the social integration of youth. Access to basic education of high quality constituted an essential component for successful transition to the labour market. Social dialogue also played an essential role, enabling youth to acquire knowledge and skills that corresponded to the needs of the economy. Training was not an end in itself but a foundation for future acquisitions of all forms of know-how. Personal development and engagement in productive activities enabled people to adapt better to rapid developments in society. The ILO should continue research on policies that attained a better balance between the supply of skills and training and demands in the economy.

83. The Government member of Algeria supported the statements made by the Africa group, and referred to the experience of Algeria. The national employment policy framework had put primary emphasis on improving young people’s qualifications to meet the demand of the labour market. Support had been given to enforce obligatory schooling until the age of 16, and to improve access to university and other types of training. In 2006, a law was adopted exonerating employers who provided training and retraining from paying social security contributions of their employees. New measures for skills training had been put in place, including a so-called work training contract for first-time jobseekers, whereby the Government supported 60 per cent of the cost of training up to a maximum period of six months, against a commitment by the employers to employ such youth for at least one year. Financial incentives had been introduced to encourage youth to participate in training

and other measures included: a partnership programme between economic and social actors and training programmes to develop skills in certain sectors, particularly construction and public works; intensive training of up to six months for various categories of people, including graduates; increasing the supply of training; identifying the skills lacking on the labour market and offering unemployed people aged 16 to 20 six months' training in those scarce skills and placing them with companies at the end of that period. Promoting skills training in order to adapt the workforce to match the demand also involved: implementation of partnership agreements among companies, the authorities and the vocational training system under which companies could use vocational training facilities in return for recruiting the people trained; adapting higher education and vocational training programmes to market needs; government support for crafts training through support to craftspersons who took on jobseekers; state support to encourage internships and in-service training, especially in skills and trades in short supply. All those actions were in addition to the training provided by the Ministry of Labour, which had recently introduced a number of new programmes, in particular to improve the quality of vocational training and its correspondence with the needs of the world of work, and to strengthen intersectoral coordination.

84. The Government member of Australia said that successful transition from school to work required young people to have appropriate and relevant skills. Successful completion of secondary education, or an equivalent, increased employment prospects, and the Australian Government encouraged young people to stay at school to provide them with the skills they would require for present and future productive jobs. Access to apprenticeships and universities was also facilitated. The Youth Compact was designed to boost youth participation: it required all young people to go to school, undertake training or work, or a combination of those three, until the age of 17. Other aspects of the Compact included strict participation requirements as eligibility to some types of income support. Evaluation of the preliminary results of the Compact showed participation to have risen considerably.

85. The Government member of Uruguay said that in 2011 his country had, with the ILO's assistance, held a National Dialogue for Employment, that had focused on training and youth employment. The dialogue had been tripartite. The most important agreements reached by the Government, the trade unions and the employers included: to link up vocational education and training bodies with people familiar with needs on the ground; to devise mechanisms to monitor in-company training programmes; to provide accreditation and certification for in-company training; and to update the normative framework for initial on-the-job training. That last point was particularly sensitive as labour relations policies often weakened workers. It was important to ensure that any regulatory change included linkage between work and training. Procedures should be inclusive and involve tripartite dialogue and collective bargaining. Training programmes should always protect young people's rights: they should neither be used as a means of recruiting cheap labour, nor as a means of replacing other workers.

86. The Government member of Canada indicated the importance of preparing young people to join the workforce so that they could contribute to societies' growth and prosperity. Access to quality basic education and the acquisition of basic literacy skills were essential and improved long-term prospects enormously. Post-secondary education provided the additional skills needed to be able to adapt to the changing labour market. This meant colleges and vocational schools as well as universities. In order to avoid a mismatch between young workers' skills and those in demand, and to help identify key areas of need in the labour market, it was important to build and maintain strong partnerships between the private sector and educational institutions. To ensure successful school-to-work transition, young people also needed access to accurate and timely labour market information and career guidance to help them make better career choices. Such services were provided throughout Canada either in person or online.

87. The Government member of Ghana described the National Service Employment Scheme through which young university graduates were placed in firms for one-year internships

according to their qualifications. Allowances were also provided to unemployed recent graduates, a segment of the population facing severe difficulties to enter the labour force. Significant economic growth had not been able to translate into jobs for skilled youth and called for further attention, for instance through training programmes that updated their skills in alignment with the needs of the productive sector. The report captured well the challenge of the unemployed African graduates: Africa had high-skilled labour, but the economy had not created equivalent jobs. More developed countries should realize the potential of African skilled youth to support their production chain. In addition to the abovementioned programmes, the Government member of Ghana described labour-intensive public works programmes designed for low-skilled young workers: 1.8 million youth passed through this programme between 2008 and 2012.

- 88.** The Government member of Trinidad and Tobago mentioned the Government's effort to reform the curricula for tertiary education, vocational training, and lifelong learning. The Government sought to expand participation in technical and vocational education training, while also supporting industrial development. The country relied on and used UNESCO's five pillars for learning to ensure comprehensive education and training for youth. Youth participation was also mentioned as a key aspect of the Government's approach towards youth employability, as well as the establishment of monitoring and evaluation systems, the involvement of the social partners, the creation of public-private partnerships, and the provision of soft skills. She called for further consideration on: (i) equipping youth with the skills and knowledge demanded by the labour market without ignoring their desires and dreams; (ii) improving access to programmes and services, for instance through ITC; (iii) strengthening labour market information systems so that youth were provided with accurate information on current and future trends of the labour market; and (iv) reaching out to disconnected youth or youth at risk through alternative education models and the use of mentors.

89. The Government member of Brazil described two initiatives. The first initiative, the “Professional Apprentice Programme”, involved medium and large firms, who committed to hire young apprentices, representing at least 5 per cent of the number of employees. Apprentices were treated as employees, with equal labour rights and social protection. The contributions of the firms were used by the Government to sponsor skills training courses for the apprentices that were consistent with the tasks assigned in the firms. The cost of the programme was relatively low for the Government since it only sponsored the development of the training component. The second initiative was called the *Projovent Trabalhador* and was implemented by the Ministry of Labour in support of disadvantaged youth between 18 and 29 years of age. It consisted of a six-month skills training course complemented with a stipend of \$50 per month. At the end of the training course, stakeholders – from municipalities to States – were obliged to place at least 30 per cent of the initiative’s beneficiaries into employment.

90. The Government member of Burkina Faso expressed the commitment of the country to implement the Decent Work Agenda. Actions had been taken to re-establish confidence and ensure youth were integrated in the labour market. Measures were needed to overcome the generational divide and find solutions that would lead to a successful transition of youth into employment. In this regard, legislative measures had been undertaken by the Government to support youth and the work of the Ministry of Education and Youth in establishing an integrated training system that allowed coordination of government initiatives in the country. A system of volunteers who supported youth and facilitated youth participation in the drafting of youth national policies was also in place. The private sector could help bridge the gap between youth and the labour market and improve the employability of youth. New measures had also been introduced, including a programme which trained youth to work in the agricultural sector, as qualified workers were needed in this sector. This would also help to develop and change the agricultural sector. Some 2,500 youth had also been trained in IT skills which had made them more employable. One

aspect of the measures taken had been to ensure that youth were also targeted in urban areas. Finally, in February 2012 a programme had been launched in order to create 45,000 jobs for both youth and women.

91. In his closing remarks, the Worker Vice- Chairperson indicated that that it was not possible to overemphasise the importance of skills for all workers as well as for youth. The result was better jobs and an increase in living standards. He welcomed the statement from the Africa group which confirmed that education and training by itself would not be enough to tackle youth employment. The Workers' group also agreed with the statement from Denmark on behalf of the EU, particularly on giving a second chance to early school leavers. Uruguay's points regarding the importance of collective agreements and ensuring that apprentices were not used for cheap labour or to replace existing workers were also welcomed. Brazil presented good practices that the Workers' group supported. Similarly, the group supported Ghana's call for productive jobs, which could be made operational by exporting technologies and helping job demand. Finally, free-rider situations should be avoided and measures needed to be introduced for companies that could be used, nationally, for training youth.

92. In her closing remarks, the Employer member from the United Kingdom said that it had been encouraging to see the common ground between Workers and Employers on many issues during the discussion and the good practices demonstrated by many countries. The point from Canada had been particularly welcome regarding partnerships with businesses, as a way to tackle the youth employment crisis. Dialogue with workers had to be there and – at the same time – it was key to use the special knowledge that the private sector and the employers' organizations had, to strengthen labour market forecasting and career guidance and help youth transition to the labour market. Another point of agreement with the Workers' group was the need for building up technical and literacy skills.

93. It was important to avoid disincentives for employers who employed graduates: training products that gave a return to employers were needed. Finally, the “Pittsburgh graduate” example quoted in the opening remarks by the Worker Vice-Chairperson, demonstrated that it was better to have a job, rather than not.

Point 3. Labour market policies

94. Ms Kate Philip (Adviser to the South Africa Presidency on short-term strategies for job creation, South Africa) introduced some best practices from a range of countries on PEPs. The need for PEPs was mainly due to the fact that markets did fail, and even when there was growth, this did not always produce jobs.

95. There were many examples of PEPs. For example, in India, the Rural Employment Guarantee Scheme guaranteed employment for 100 days and, in effect, meant that citizens had a right to work not just when there “was” work, but when they “needed” work. The scheme was also instrumental in setting a sort of labour standards floor. In PEPs, it was important to combine employment with benefits. Regular part-time work was also a possible response to cyclical unemployment. Community work programmes were a useful tool to ensure employment, particularly when the communities themselves were involved and had control over these programmes. In Cambodia, there had been a desperate need for infrastructure works and employment-intensive infrastructure projects that addressed both the need for physical construction and the unemployment challenge. In some countries, recently there had been a shift to environmental PEPs, which had proved to be “game changers” with big effects across society and in local communities. In South Africa, one successful approach had been to create jobs, produce food and increase food security for households. PEPs in the social sector had also been successful and were particularly helpful in times of austerity. Jobs created in this way needed to be auxiliary jobs as there was a risk that labour might be displaced. It was necessary to have dialogue with trade unions to avoid this. Jobs for youth could also be created by PEPs in arts, culture and

recreation. This was a helpful approach particularly when dealing with youth as they tended to be attracted by these areas. It could involve local radio programmes, theatre and transforming community spaces (through art) for example. Not all jobs created by PEPs were necessarily in low-skilled occupations. Youth often had strong IT skills and these could be harnessed, for example, in countries that had a lack of statistics, youth could be involved in gathering this data and organizing it.

96. In conclusion, it was clear that employment for youth could not just be left to markets, but ALMPs were important. PEPs were at the interface between social and economic policies and had a positive effect both on individuals participating in them and on the wider community they were embedded in, enhancing local productivity and local market development, social protection and a labour standard floor. Therefore, this kind of investment yielded many multiplier effects.

97. The Chairperson gave the floor to three representatives of three accredited NGOs.

98. Mr Samuel Diaz-Littauer (World Alliance of Young Men's Christian Association) presented his organization that gathers 150 million young people around the world. He echoed a message that was mentioned during the opening speech of the Committee the previous day. This message came also directly from the Forum, and was brought together by a tripartite team as well. The message was about the wish to have proposals for action presented to the Committee that involved young people's equal representation and participation. This request was following the ILO tripartite structure and was a continuation of the same values and concerns that the ILO had been promoting for the last 92 years. He presented three proposals. First, the creation of a youth advisory council that would represent youth at the institutional level within the ILO: the council would follow the same rules and parameters of the tripartite system and represent regional and global diversity. Without the existence of this youth advisory council, the discussion on youth employment would always miss a critical viewpoint. Second, a network of support should

be created to supplement the council and allow for the youth advisory council to maintain an ongoing link with the global context it represented. Third, the Forum would be included as a permanent, recurring, and annual event in the tradition of the ILO. The Forum created positive energy and inspiration for hundreds of young leaders. It should continue, and the ILO should include youth formally into the open debate and discussions. This should be done by providing adequate representation through the council, robust support through the network, and permanent consultative status through the Forum.

99. Mr Luca Scarpiello (European Youth Forum) described his organization as a platform of 98 youth-led NGOs standing for the rights of young people in Europe, promoting the right for employment and putting young people at the centre of a job-rich recovery. He proposed three areas of priority for youth employment: creating new jobs; improving the transition from education to employment, including through the establishment of a charter of rights for internships and a guarantee for long-term unemployed youth; and improving the quality of employment as an investment to eradicate poverty and social exclusion. He also stressed the importance of putting to the forefront innovative ideas, of involving young people in discussions, and working together to create a sustainable solution.

100. Mr Andz Predicala (International Young Christian Workers) congratulated the Office for the report which provided an excellent analysis of the challenges of youth employment globally. He confirmed that, with the global economic crisis, youth unemployment had reached unforeseen levels and had worsened over the past years. He also urged the ILO to continue the advocacy on behalf of young workers and continue working on the following issues: (i) working with unions and social movements to increase access to quality education and training; (ii) advocating to governments to provide better protection for young workers, especially those working informally or as domestic workers; (iii) offering a guarantee to young people that was gender sensitive and emphasized sustainable and quality work, non-discrimination and social protection; (iv) producing a more detailed analysis on the role of short-term and fixed-term contracts on the precariousness of young

people in the labour market. Finally, he requested the ILO to be proactive in the follow-up to the outcome of the United Nations International Year of Youth and the implementation of the UN World Programme of Action for Youth. He stressed that the ILO was best suited to represent the dreams of youth and to further strengthen the networks dealing with youth employment. Furthermore, he added that the ILO should take a strong lead with social partners, but also with youth, to be engaged in these future discussions.

101. The Worker Vice-Chairperson stressed that government policy had to take both demand and supply side into consideration. Supply-side measures would do very little if they did not pursue quantity and quality of labour demand. The current economic environment, required a combination of approaches. In the absence of sufficient labour demand, as was the case in most developing countries, he insisted on the importance of demand-side labour market policies, such as PEPs. Employment guarantee schemes showed that it was possible to reach millions of beneficiaries in rural areas, as was the case in India. He stressed the potential of green jobs for youth. Employment-intensive investment programmes showed major benefits and should be further promoted. The ILO had a long experience in this area. With regard to activation and school-to-work transition policies, the most effective measures consisted of a tailored approach to the needs of targeted young workers. Furthermore, a comprehensive package of services worked better. He also stressed the importance of available financing for the PES, as well as the extension of minimum wages and collective bargaining agreements for young workers. He welcomed the increasing emphasis on the activation component of labour market policies. At the same time, passive labour market policies continued to be important in providing income support to workers during spells of unemployment. Unemployment insurance gave workers the time needed to find the right jobs. During the recent crisis, countries with sound social protection systems fared better. However, the young workers tended to be excluded from such insurance for lack of past contributions or for working informally. The coverage of social protection should be extended, and social protection could play an important role in formalizing jobs.

Social dialogue in the area of labour market policies was also of crucial importance. He concluded his statement by noting the relevance of the international labour standards that addressed labour market policies.

102. An employer member from Norway (Mr Alf Åge Lønne) identified effective and relevant labour market policies as one key element for improving youth employment outcomes, even when demand for labour was low. The paragraphs of the 2005 resolution on PES, ALMPs, and passive approaches and monitoring and evaluation, continued to be relevant. The challenges for the 2012 Committee outcomes were in providing governments with the practical support for implementing the LMPs, against the backdrop of tight fiscal circumstances and weak labour markets. His subsequent comments concerned only the PES and highlighted the key policy lessons that could be drawn from the recent experiences. First, while the report highlighted the benefits of individually tailored ALMPs, it should be remembered that there were also some poorly designed and ineffective programmes and there was a significant knowledge gap. He stressed the importance of monitoring and evaluation, as well as dissemination of findings and new developments. In this area, the ILO had made valuable contributions to the G20 process. On passive LMPs, he noted that the concepts of activation, conditionality, and mutual obligations were at the heart of effective national social security systems. The ILO could better assist countries to understand and apply these approaches. He highlighted the importance of the work experience component in LMPs and the importance of partnering with businesses. ALMPs tended to be resource and knowledge intensive. In the current economic climate, many governments had to achieve more with less, which required intelligent programme design and its effective implementation. He called on the ILO to support more work on evaluation and dissemination of policy practices that promoted cost efficiency. Public–private partnerships had to be considered for ALMPs in the 2012 conclusions. On targeting, he noted the need to find the right balance between targeted and generic policy efforts, since there were cases where PES faced groups of youth who faced

the same challenges. Many countries had weak PES and low registration levels among unemployed youth. In this regard, he invited the Committee to consider: (i) the importance of assisting countries to develop essential employment services; (ii) new innovative ways to develop such services; and (iii) making IT systems an integral part of employment services. He acknowledged the important role that subsidies could play, which should be reflected in the conclusions, but also underscored their limitations. To conclude, he noted that the high level of aspirations and issues that were identified in the 2005 resolution were still relevant, with some further additions.

103. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU,⁸ the Accession Country (Croatia), Candidate Countries (Iceland, Montenegro, the former Yugoslav Republic of Macedonia, Turkey and Serbia), Countries of the Stabilization and Association Process and potential candidates (Albania and Bosnia and Herzegovina), as well as Armenia, the Republic of Moldova and Ukraine, underscored that ALMPs facilitated young people's transition into employment or education and training, as they were often not entitled to passive measures such as unemployment benefit. There was no one-size-fits-all design for such policies, which depended on national circumstances. Early intervention with active measures was of great importance in order to avoid the risk of long-term unemployment or of youth being neither in employment, nor education or training. This required a comprehensive, cooperative approach, and countries in the EU were learning from good practices in place in some member States, which had introduced so-called youth social or training guarantees. ALMPs had to be tailored to the needs of youth and particular attention had to be given to the needs of those with disabilities, social or other problems. General guidance and counselling was also needed in order to enable young people to make informed choices. ALMPs had to be accompanied by social protection systems designed in such a way as to give adequate protection, but at

⁸ See footnote 2.

the same time provide incentives to promote the transition to employment, education or training. Nationally defined strategies developed with social partners that combined effective LMPs, modern social security systems, lifelong learning strategies, and flexible and secure contractual arrangements, could contribute to improved labour market outcomes. The ILO had an essential role to play in providing knowledge and assistance on evidence-based policies, including guidance on development of ALMPs, strengthening of employment services and promoting the involvement of the social partners, training institutions and youth organizations.

104. The Government member of Kenya, speaking on behalf of Government members of the Africa group,⁹ noted that ALMPs could greatly facilitate labour market entry, and benefit the most disadvantaged youth, including through the establishment of “profiling” systems for early interventions. This gave governments opportunities to invest in ALMPs that contributed to improving youth employability. Reductions of ALMPs in the context of consolidation and austerity programmes were counterproductive. Limited labour market information in African countries was a barrier to matching the supply of and the demand for young labour. Many jobs in developing countries were in the informal economy and therefore not recorded with employment services so that information about them was not available to young people. She noted the potential of wage subsidies in promoting youth employment. Incentivizing the recruitment of youth should not be at the expense of their rights and social benefits, and tripartite negotiations were needed. In developing countries, the informal economy was the main provider of jobs for young people. The Committee conclusions had to focus on strategies to support the transition to formalization. The Africa group supported the view expressed in the Office report that ALMPs should combine earning and learning.

⁹ See footnote 5.

105. The Government member of Belgium endorsed the statement made by Denmark on behalf of the EU. Belgium had recently introduced a number of labour market reforms concerning young people, the general thrust of which was to encourage young people to become active jobseekers. The report had pointed out that Belgium provided social protection to first jobseekers who were not entitled to unemployment benefit. That system had just been radically reformed by the new federal Government. Since January 2012, the waiting period between finishing studies and first receiving benefit had increased from nine months to one year. At the end of that waiting period, the benefit was now only given to those who could prove that they had actively been seeking work. In addition, the maximum period of benefit had been limited to 36 months, unless the jobseeker had worked for six months during the previous year. In order to receive the benefit, jobseekers had to show that they were actively seeking work. If they could not, benefit was frozen for six months. This was a major reform of the unemployment insurance system that aimed at activating the job search of young people. Finally, he gave examples of how the employment services of different regions and communities were implementing youth employment interventions.

106. The Government member of Norway indicated that the primary objective of her Government was to increase employment rates. She pointed out that this objective was also a precondition for the sustainability of a generous welfare model and explained that the labour market policy in Norway was integrated in the general economic policy, to secure coherence in policy-making. She mentioned that such a strategy had kept the country well positioned during the financial and economic crisis with low unemployment rates and high labour demand. Nevertheless, the increasing demand for productivity requirements had made it difficult for low-skilled youth and disabled people to enter the labour market. She highlighted the importance of early interventions to support unemployed youth to go back to school or transition to work while preventing inactivity. She shared the initiatives undertaken to support people with disabilities across the country. In particular, she referred to the 2012 Jobs Strategy for people with disabilities and its special target on youth aged

30 years and younger. The strategy was designed to provide mentoring and facilitate job placement.

107. The Government member of Mexico highlighted the role of PES to counteract frictional unemployment and carry out passive and active labour market measures. The National Employment Service in Mexico saw significant improvements leading to effective intermediation services that had reduced the transaction time, as well as job search and placement costs, through information for jobseekers and employers. He described the role of the National Employment Service in implementing active labour market policies, from training to entrepreneurial support, framed under the Employment Support Programme. He added that active measures had been effective in targeting disadvantaged youth, and in 2011 placed over 1 million people, of which 60 per cent were young people. While recognizing the achievements of these measures, he suggested revisiting current policies in order to increase attention towards the most vulnerable. He reminded the Committee that supply and demand were two sides of the same coin, the coin of the labour market, and they were both needed to ensure employment creation. He also underscored the heterogeneous nature of young people and the importance of their active participation in the identification of solutions to their employment challenge.

108. The Government member of Japan brought to the table the difficult time young new graduates were facing in the labour market. She described how Japanese youth were used to starting to look for a job even before leaving school and how hiring cuts in major companies had further reduced their chances. She mentioned the Government's initiatives to support new graduates, including cooperation between the PES, labour offices, local governments, schools, and industries.

109. The Government member of Algeria mentioned the modernization of the Public Employment Service (PES) witnessed in Algeria since 2006. Since 2007, the PES provided a number of measures, from a recruitment programme to training for 1,000 officials and

agents, and a programme to strengthen existing labour offices and expand the existing network. He added the recent reliance on information and communication technology and improvements of working conditions as key work areas of the PES, which had also benefited from improvements in infrastructure and the construction of new and more functional offices. He underscored the reduction in unemployment as a consequence of the abovementioned improvements. He also reminded the Committee that Algeria had ratified the Private Employment Agencies Convention, 1997 (No. 181), and had granted authorization for the promotion of such agencies.

110. The Government member of Canada mentioned that well-designed, active and passive labour market measures were an important component of a comprehensive social protection system, which could support countries to stabilize economies in times of crisis. She mentioned lessons from Canada pointing to the fact that employment insurance claimants who stayed active and connected to the labour market were more likely to find jobs vis-à-vis those that decided to leave the labour force. She explained how the delivery of ALMPs, such as skills training, wage subsidies, job-creation partnerships, support to self-employment, and employment assistance services, had been devolved to provincial and territorial governments which adapted the programmes to their context and needs. While youth were not always the focus of such interventions, they benefited from them, as registered by the Canadian annual employment insurance monitoring and assessment report. She indicated that the design of LMPs depended on the social, political, and institutional contexts of the countries and their availability of fiscal space, and she called for consideration of eligibility criteria, level and duration of benefits, and the risk of benefit traps when designing labour market measures. The transition towards formality was also mentioned to be crucial to decent work.

111. The Government member of Turkey underlined the importance of the role of international organizations in tackling youth employment. One of the most important examples in Turkey had been the UN Joint Programme “Growth with Decent Work for All: National

Youth Employment Programme and Pilot Implementation in Antalya”, which promoted youth employment, support for increasing employability and entrepreneurship of young people. This was a programme involving the ILO, the United Nations Development Programme (UNDP), the Food and Agriculture Organization (FAO) and the International Organization for Migration (IOM). The National Youth Employment Action Plan focused on vulnerable youth, particularly migrant workers and women. It had three pillars: first, expanding the Turkish PES, particularly to increase institutional capacity in terms of delivery of ALMPs targeting youth; second to strengthen the link between training and employment; and third the contribution of the public employment service to job creation. Interventions had been developed in coordination with a wide range of ministries, trade unions, employers’ organizations, NGOs and academics, and were supported by the ILO.

112. The Government member of India introduced the National Rural Employment Guarantee Scheme. This had a legal basis by virtue of the Mahatma Gandhi National Rural Employment Guarantee Act which guaranteed 100 days of waged employment per year. This provided a legal right for citizens to work. If an individual who had applied for the scheme did not receive work within 15 days, he/she would receive an allowance stipulated by the scheme. The scheme had therefore acted as a social safety net and had also empowered women. Evaluations had also shown positive results. Employment exchanges in India had a national reach and provided assistance to jobseekers, guidance, and collected labour market information. These were the first point of contact for jobseekers, particularly for youth. Employment exchanges also provided online information and were being used in the National e-Governance Plan which aimed to make effective use of information technology in various activities of employment services.

113. The Employer member from Norway was pleased to hear the Government member of Denmark speaking on behalf of the EU, who had pointed out the need for more social dialogue in employment services and labour market programmes. He recalled the EU statement had said “no one-size-fits-all, but experiences should be shared” which it was

felt could be part of the conclusions for the Committee. There was also agreement with the Africa group regarding the need to develop profiling systems for effective early interventions. The emphasis on activation from the Workers, the African Union, the EU and Belgium was also welcomed. His group also agreed with the EU position on making a link of social protection with activation and employability and the recognition of the role of greater flexibility, as well as the point from Canada about active and passive labour market policies which should go hand in hand. Many policies and prescriptions had involved varying amounts of spending from governments. It was necessary to get beyond simply saying governments should spend more as this might not yield better results; what was needed was more evidence-based policy. Public employment programmes were also widely referred to, and although these could play a useful role in some countries, they could not provide a substitute for private sector job creation. As the Government member of Norway had said, and which the Employers strongly agreed with, high employment is a foundation or precondition of a generous welfare state.

- 114.** The Worker Vice-Chairperson noted that any strategies or policies to tackle youth employment issues had to be based on the specific problems and challenges. If problems were “frictional”, then more effective placement and matching services could be the answer, whereas with more structural labour market problems, deeper solutions were needed, like fiscal stimulus packages and employment-intensive programmes. The presentation which had introduced this theme on PEPs had been interesting, and the Workers supported these approaches, but it was clear that PEPs did not replace but complemented the private sector. The Workers therefore had not been arguing that governments should always spend, but that this was essential in some cases and circumstances. If we were to boost demand, fiscal space needed to be opened. The idea that had been put forward by the Employers regarding public–private partnerships was interesting but the Workers would need to hear more before they were able to comment. There was agreement on four issues raised by the EU statement: the need for a tailored

approach to youth employment; the need to introduce protection systems where they did not exist; the importance of secure employment contractual arrangements; and the importance of ALMPs. The Workers' group also supported the Africa group views regarding the need for an individual, tailored approach and the need for efforts to move from the informality to formality. There was agreement with the Government of Norway who had said that it was a major task of governments to provide secure jobs. The Rural Employment Guarantee Scheme described by the Government member of India was welcomed and should be reproduced in other countries.

Point 4. Youth entrepreneurship and self-employment

115. Mr Mwatata Juma Mwangala (Kenya Youth Enterprise Development Fund) shared the Kenyan experience in addressing unemployment. He explained that the Kenyan Youth Enterprise Development Fund was a government initiative that started in 2006, to reduce youth unemployment. The fund targeted 18–35 year-olds, offering loans to young potential entrepreneurs and self-employed. The fund had two major channels for delivery: (i) through training on business management skills before disbursement of the funds provided by local partners; and (ii) disbursement of loans through 37 financial intermediaries. He gave his views on the main achievements and challenges ahead. Lessons learned included the need to look at individual needs of young people and at all sectors of the economy; establish partnerships with the private sector and work with communities and young people themselves.

116. An Employer member from Mexico (Mr Ariosto Manrique Moreno) emphasized the vital role that youth entrepreneurship can play to overcome the youth employment crisis. As an example, he stated that in the United States there would have been 1.8 million more jobs today if the businesses had continued to be established at the same rate as of 2007. While some youth would prefer to work for somebody else, there were also some who preferred to start their own businesses. There were the inseparable links between youth

entrepreneurship and innovation, as witnessed by the emergence of social media platforms. Youth entrepreneurship was not a panacea but had to be a part of the policy mix. He reminded that entrepreneurship was an essential component of youth employment policies in the 2005 resolution, which highlighted the need for advice and assistance to youth entrepreneurs by governments and employers' organizations. The current challenge was to do it fast, smart, effectively and efficiently. On the lessons learned from the crises and the struggle that young people faced in making the school-to-work transition, he asked the Committee to take a balanced approach. For some youth, self-employment might be the only option, and the increase in involuntary self-employment had to be addressed. However, provisions also had to be made for youth who were interested in self-employment. In the current economic climate, youth entrepreneurs needed even more assistance and financial support. He underlined the importance of having a regulatory environment that was conducive to entrepreneurship. In this regard, governments could do more by streamlining regulations, simplifying administrative requirements and reducing registration fees, and setting up a single agency for business registration. While a lot could be achieved without modifying labour or social regulations, he reminded that any elements related to the risk assessment of an entrepreneur were very important. It was necessary to avoid exaggerating differences between private-sector entrepreneurship, social entrepreneurship and cooperatives. Governments should be trying to make all enterprises easier to start and operate. A number of considerations had to be incorporated in the Committee conclusions namely: (i) the need to be more specific in identifying the role of entrepreneurship by defining specific targets; (ii) governments had to be encouraged to be more active on youth entrepreneurship; (iii) efforts on enterprise education had to be multiplied on the commercial skills to run a business, including entrepreneurial education not only in business studies but also in other fields; (iv) problems in accessing finance had to be addressed including through exploring credit guarantees and banking sector support, and helping "business angels' networks" widen their scope; (v) taxation had to be reviewed minimizing benefit traps and disincentives to business and offering targeted tax incentives;

(vi) policies and programmes had to focus more clearly on the private sector and governments had to work closely with the private sector and harness the input of successful entrepreneurs; (vii) changing economic and labour market circumstances had to be reviewed through dialogue and coordination efforts had to be strengthened; and (viii) monitoring and evaluation had to be improved as we had to be more accountable for the effectiveness of efforts. Finally, he invited the Committee to consider the role that key performance indicator frameworks could play in improving youth entrepreneurship.

117. An Employer member from the Democratic Republic of the Congo (Mr Albert Yuma Mulimbi) raised a number of points specifically about the situation in Africa, where the majority of young entrepreneurs were in the informal economy. The link between enterprise and the informal sector had to be understood and governments had to better regulate the informal economy. The general business climate in Africa had to be improved, while business education had to be enhanced and started from an early age in order to give young people a taste for business. Multinationals were present throughout Africa and the developing world more generally and could do much to assist the informal economy. The role of subregional integration was also of vital importance for business start-ups.

118. The Worker Vice-Chairperson agreed that entrepreneurship had to be developed but was pleased that the Employers had acknowledged that it was not a panacea. Youth entrepreneurship had received a great deal of attention both from governments and the ILO and that had led to substantial resources being allocated to entrepreneurship programmes, particularly after the 2005 resolution. He shared his group's view on excessive consideration of entrepreneurship measures despite the limited evidence on their labour market outcomes, and that view had recently been echoed by the OECD. He added that necessity-driven self-employed were not entrepreneurs but rather disguised underemployed workers. The entry of millions of self-employed into economic activities with low entry barriers but little margin was not a route to prosperity for either workers or society as a whole. This was likely to be the situation of the majority of youth entering into

entrepreneurship, especially in developing countries with a large informal economy. In fact, in those cases entrepreneurship often failed to provide decent jobs and incomes for youth and actually increased their vulnerability. An excessive focus on entrepreneurship hinted abdication of responsibilities by public authorities to promote youth employment and further questioned the role of entrepreneurship policies during economic recessions. While grants, subsidies, training and mentoring could play a role, there needed to be special focus on targeting so that such services did not displace existing businesses. He called on governments to focus on creating an enabling environment for economic growth, access to affordable financing, a skilled workforce and entrepreneurs, and quality infrastructure, based on the 2007 ILC conclusions on sustainable enterprises and the 17 pillars of the enabling environment. He referred to the Kenyan case study by questioning its effectiveness in the creation of enterprises that led to decent jobs as well as its sustainability. He also pointed out the lack of trade unions' participation in the initiative. As regards the design of entrepreneurship programmes, he called for measures that take into account the diversity of young people. He shared the Workers' group's concern on insufficient attention to the promotion of decent work within entrepreneurship measures, including the promotion of workers' rights, and called on the Office to work further to combat disguised employment relationships of young people using the guidance of the Employment Relationship Recommendation, 2006 (No. 198). He also called for further attention to youth cooperatives as a source of youth employment creation in an appropriate business framework. He called on governments to renew their commitment towards supporting cooperatives, guided by the Promotion of Cooperatives Recommendation, 2002 (No. 193), particularly given that 2012 was named as the Year of Cooperatives. He asked the ILO to give cooperatives equal attention and resources as other forms of business and concluded by restating that youth entrepreneurship was one of many options to address the youth employment challenge and it should not be a way to waive governments' responsibility to create jobs, as indicated in Convention No. 122.

119. The Government member of Kenya, speaking on behalf of Government members of the Africa group,¹⁰ indicated that the Committee conclusions had to focus on strategies to address problems faced by young entrepreneurs. Citing the report, she mentioned the value of youth entrepreneurship and noted that in Africa most young entrepreneurs were driven by necessity rather than opportunity. This led to the question of whether out of necessity entrepreneurs should be supported, particularly since not all youth could be successful entrepreneurs. Adequate identification of beneficiaries, mentorship and political goodwill to support access to capital were key. Support of young entrepreneurs was required through: (i) training in management and technical skills; (ii) support in commercialization of products; (iii) scale-up support to existing, successful young entrepreneurs; and (iv) creation of one-stop information centres. She called for rigorous evaluations that could measure the impact of entrepreneurship interventions and highlighted the role of public-private partnerships to foster business development and the creation of an enabling environment for enterprise development. She stressed the potential of entrepreneurship education in secondary and tertiary schools to improve attitudes towards entrepreneurship and supported the promotion of youth entrepreneurship through cooperatives and MSEs. She called for public investments in low-cost infrastructure projects with employment multipliers and highlighted the value that PEPs can bring to the promotion of youth entrepreneurship. She called on the Office to undertake further work in this area and to increase support to constituents. Finally, she supported the suggestion of young people to enhance their participation through embedding the Youth Employment Forum in the International Labour Conference.

120. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU,¹¹ stated that the report had accurately reflected the latest developments in

¹⁰ See footnote 5.

¹¹ See footnote 2.

the promotion of youth entrepreneurship. In the EU, in particular, it described very well the situation in terms of the main obstacles for young entrepreneurs, the mitigated impact of support programmes and the lower rate of female entrepreneurship. Evaluations needed to be strengthened in order to provide better evidence on policy approaches. The EU had set youth entrepreneurship and self-employment as one of the investment priorities under the thematic objective of promoting employment and supporting labour mobility. The emphasis was on training that ensured education provided the basis for the development of new entrepreneurs. Entrepreneurship could be addressed in school curricula to help create a critical mass of entrepreneurship teachers. Support to young people to start a business could comprise skill development, including ICT, entrepreneurial and management skills, mentoring and coaching and the provision of inclusive business development and financial services for business starters. In terms of crisis response, measures had been taken to promote entrepreneurship and create jobs, to provide access to venture capital and to support new businesses. The ILO report had also provided insights into young people's cooperatives and provided valuable knowledge on lessons learned from successful youth entrepreneurship programmes. More knowledge on social entrepreneurs as a way of including young people with special needs would be helpful. The ILO was asked to produce evaluations of entrepreneurship programmes in order to share lessons learned.

121. The Government member of Ethiopia thanked the ILO for an insightful report. He underlined that the future of employment creation was in the hands of the private sector as the public sector could no longer be the largest employer. A conducive business environment and improved private sector productivity were key. Ethiopia was investing in education, training, health, rural development, ICT, MSEs and infrastructure, with youth at the centre of the focus. He shared the Ethiopian experience in promoting MSEs. An MSE policy was in place to allow youth to set up businesses and to facilitate the private sector to expand employment creation. He presented the important achievements of this policy which included the creation of 1.5 million jobs, mainly for youth. Challenges included the

limited coverage, weak coordination and synergies between planning, implementing and monitoring partners and the limited entrepreneurship skills among youth. An important lesson learnt was that the needs and expectations of young people were multidimensional and that a focus on individual needs was crucial. More generally, it was necessary to have the legal basis and frameworks in place along with appropriate and effective coordination mechanisms among constituents so that today's young entrepreneurs could become tomorrow's industrialists. Effective monitoring and evaluation mechanisms were also needed. He concluded by stating that, despite efforts made, youth un- and underemployment were still challenges and underscored the need for a new vision for inclusive, job-rich growth.

- 122.** The Government member of Trinidad and Tobago stated that her Government had placed significant focus on the promotion of entrepreneurship. The Global Entrepreneurship Monitor report 2010 for Trinidad and Tobago stated that conditions were favourable in general for entrepreneurial activities and that there was a low level of necessity-driven entrepreneurship but a relatively high level of mixed-motive entrepreneurial activity (necessity and opportunity-driven entrepreneurship). More males than females were involved in entrepreneurial activities but a narrowing gender gap was evident. She presented a range of programmes, namely: (i) the National Entrepreneurship Development Company Limited established in 2002 to promote and facilitate the formation, growth and development of MSEs; (ii) the National Integrated Business Incubator System which aimed to provide a unique mix of business development support, infrastructure, operation and financial support for new and existing MSEs; and (iii) the Youth Business Trust of Trinidad and Tobago, an accredited programme of Youth Business International which provided loans and a mentoring programme for young entrepreneurs. In addition, there were provisions for loan financing and technical assistance to entrepreneurs within the agricultural sector, loan guarantee mechanisms and financing for capital investment for medium enterprises, venture capital and equity financing. Efforts had been made to

promote the development of cooperatives, especially non-financial cooperatives such as junior cooperatives in schools. Other actions taken included: simplifying the process of doing business introducing a single online window; encouraging research and development and innovation; focusing entrepreneurs on targeting global markets; promoting decent work in MSEs particularly with respect to occupational safety and health (OSH), wages and contracts; and advocating for entrepreneurial training and encouraging the development of green enterprises and green jobs. Finally, she commended the Office for the excellent support provided to Trinidad and Tobago through facilitating the training of entrepreneurs and policy-makers in green jobs and green enterprises and technical support in enhancing the development of cooperatives, among others.

- 123.** The Government member of Algeria underscored his country's commitment to promote an active employment policy with particular focus on youth. In 1969 Algeria had ratified Convention No. 122. A range of programmes had been, and continued to be, introduced, and were continuously monitored and improved. Two programmes were highlighted. The first was put in place in 1997 and was aimed at young entrepreneurs aged from 19 to 35 and was managed by *l'Agence nationale de soutien à l'emploi des jeunes*. The second programme had started in 2004 and was aimed at unemployed people aged 30–50 who wished to set up an MSE and was managed by *la Caisse Nationale d'Assurance Chomage*. Other interventions included the Micro Credit Facility, managed by *l'Agence Nationale de Gestion du Micro Crédit* which fostered the creation of employment by supporting MSEs particularly in households. All these programmes had been continuously monitored and evaluated and had undergone improvements throughout the project cycle. The focus of these measures included the facilitation of access to bank credit and the creation of investment funds at the provincial level designed to accompany young investors and promote SMEs. Public funds doubled resources to cover credit risks and the State increased its contribution in subsidizing interest rates for bank credits. Last year, important measures were taken by the Council of Ministers to encourage the development of

micro-enterprises which included a reduction in the amounts that young entrepreneurs had to personally bring in terms of financial investment. Registered results achieved for promotion of micro-enterprises were very encouraging. The number of micro projects financed and the jobs created substantially increased.

124. The Government member of Benin supported the statement of the Africa group. In Benin, and also in most sub-Saharan African countries, unemployment was very low, between 1 and 3 per cent. However, if underemployment was taken on board, it would be higher than 30 per cent. The reason was that there were no unemployment benefits in these countries and young people could not afford to remain without an income. Since 2006, the Ministry for Microfinance and Youth and Female Employment was established to promote entrepreneurship for youth for sectors with employment potential, such as agriculture, tourism, hotels, ICT, crafts, construction and public works. She reviewed several initiatives implemented in Benin such as the Support Programme to Independent Employment, which reinforced the capacities for self-employment, and the Programme for Agricultural Entrepreneurship that fostered the interest of youth in agricultural entrepreneurship. About three years ago a special fund was set up to finance youth entrepreneurship. The results needed to be evaluated but then they could be shared with Kenya, whose experience was presented at the beginning of the session. She underscored the important role of public-private partnerships and these should be based on the ILO tripartite framework.

125. The Government member of Canada stated that youth entrepreneurship and self-employment needed to be part of the equation to help address the youth employment crisis. Young entrepreneurs faced particular challenges, such as difficulties in obtaining financing, lack of business experience and knowledge and skills in areas such as finance, accounting and marketing. In Canada, policies and programmes were designed to address the above challenges. Some of the measures targeted youth while they were still at school in order to raise awareness about entrepreneurship as a career option. Programmes also targeted young Canadians who were ready to start or expand their business and needed

guidance and support regarding start-up financing. She presented the New Brunswick Young Entrepreneur Development Initiative which provided support for business skills training and start-up financing. Canada also provided support for young entrepreneurs aged 18–34 through the Canadian Youth Business Foundation. Strategic partnerships were a key ingredient. Young people greatly benefited from joint initiatives with local businesses, economic development agencies, financial institutions, not-for-profit-organizations and schools. Employers could play an important role by offering internships as well as coaching and mentoring. The Office could support these efforts by developing and distributing information tools and promoting good practice.

- 126.** The Government member of India presented several examples of entrepreneurship development programmes. The Entrepreneurship Development Programme was conducted as a regular training activity on starting up micro, small and medium enterprises (MSMEs) for technicians or artisans interested in self-employment. The course content was designed to provide useful information on key issues such as product–process design, selection and use of appropriate machinery and equipment, product pricing, export opportunities and infrastructure facilities. Emphasis was placed on disadvantaged groups living in rural areas. The Entrepreneurship Skill Development Programme was a comprehensive training programme to upgrade existing skills and to create new skills for workers and technicians as well as educated unemployed youth. The main objective was to provide training to low-skilled workers in MSEs and to offer them improved technical and managerial skills. Specific interventions, so-called “outreach programmes”, were developed targeting rural areas and particular disadvantaged groups. The Management Development Programme provided training on management issues in order to improve decision-making, productivity and profitability within MSMEs. The Business Skill Development Programme was introduced for prospective entrepreneurs through selected business schools and technical institutions. The programmes were designed to encourage educated unemployed and young students from business schools and technical institutions to start self-employment ventures

in MSMEs. Other programmes included the Prime Minister's Employment Generation Programme targeting educated youth and a Credit Guarantee Fund. There were also incubation centres and mentorship programmes.

127. The Government member of Argentina indicated that the majority of youth lacked specific skills, while youth entrepreneurship required capacity building on management tools and administration of enterprises and, more importantly, previous vocational training. Additionally, governments had to ensure that small enterprises could generate employment for other youth. Risks existed with poor, young entrepreneurs that only provided products or services for others in similar situations. Governments, as well as the private sector, had to facilitate their insertion in value chains that would allow them to grow beyond their communities. It was also important to count on start-up subsidies as well as on credit opportunities in the medium term, based on a close analysis of the proposed business plan, functional capacity and capacity to generate jobs by the enterprise. He referred to the programmes "Young People with More and Better Work" of the Ministry of Labour, targeting youth between 18 and 24 years in vulnerable situations with subsidies and vocational training, and the "Young Entrepreneurs" of the Ministry of Industry, focusing on youth between 18 and 35 and offering zero interest loans, initial training and technical assistance during the first year. He concluded that any specific measures should in any case be complemented by other labour insertion measures, within a macroeconomic model looking at development and social justice.

128. The Government member of Peru highlighted that, besides unemployment, underemployment was also an issue that required specific policies and instruments such as training initiatives for self-employment. There were many experiences but very few impact assessments and evaluations in this area. There was a need to be rigorous with youth entrepreneurship: especially when public funds were to be invested, business plans should be examined closely. An integrated approach, based on productive clusters and considering external markets with a longer term perspective, should be followed. It was also important

to include entrepreneurship in school curricula, allowing young people to decide what they wanted to do when completing their schooling. The ILO should support these efforts and organize events and training on lessons learned from different country experiences.

129. The Government member of Greece supported the statement made by the Government member of Denmark on behalf of the EU. Greece was affected by a high overall unemployment rate and youth had been particularly affected, with an unemployment rate of 53.8 per cent among the 15–24 age group. In February 2012, Greece had stepped up its efforts to restore competitiveness in the economy and consolidate fiscal accounts. Since 2010, a number of reforms had been undertaken in the labour market, making it more flexible to ease access to employment. ALMPs played an important role in creating and retaining jobs, including through social enterprises, and in supporting acquisition of work experience. Emphasis had also been given to implement activation strategies through “reintegration vouchers”. The Government was also encouraging fast-track procedures to promote entrepreneurship. The national strategic framework had been offering new opportunities for young entrepreneurs, especially in terms of access to credit and cheap loans to individuals and SMEs, for example, through the Hellenic Entrepreneurship and Investment Fund. It was easier to establish a business; this could be done in one day through the introduction of a one-stop service. New legislation promoted the social economy.

130. The Government member of Chile stated that 1 million young people (15–24) worked, with an employment rate of 31.5, and 9 per cent of those working being self-employed. This share was much lower than the total national average share of the self-employed (20 per cent of all employed). Entrepreneurs were mostly to be found among adults. The percentage of youth looking for another job was 9.3 per cent among those in wage employment, against 17 per cent among the young self-employed. Furthermore, young self-employed worked fewer hours than their counterparts in wage employment. Chile supported youth entrepreneurship as an employment-creation strategy and the Ministry of

Labour had significantly reduced the time needed to establish an enterprise and the credit charges by banks on loans given to young entrepreneurs. Nevertheless, the prevailing strategy to address youth employment was related to supporting wage employment.

131. The Government member of Turkey explained that the country had widely reformed its institution over the past decade, with a strong and fast improving entrepreneurial environment. In Turkey, 92.2 per cent of total employment was provided by SMEs, and the Small and Medium Industry Development Organization (KOSGEB) had been established to support their competitiveness and maintain their integration in industry. Entrepreneurship training was organized in cooperation with the Turkish Employment Agency (ISKUR). Unemployed participants in the scheme who successfully completed the training were given a certificate at the end and were eligible to apply for grants and loans.

132. The Government member of Barbados commended the Office for the report and highlighted the importance of a long-term perspective in promoting youth entrepreneurship. Much more than funding, youth needed support to learn management and accounting and to achieve technical expertise in their specific field of endeavour. The Barbados Institute for Management and Productivity and the Barbados Polytechnic provided this support. Participants also benefited from subsidized accommodation for their enterprises through business parks set up by the Barbados Investment and Development Cooperation. Furthermore, mentorship programmes were also available through NGOs and associations. Studies confirmed that start-up businesses needed three to five years before profits stabilized and in the early years it was also important to have tax write-offs. Youth were unlikely to have sufficient savings to start their businesses and would need more counselling to limit the risk of bankruptcy.

133. The Government member of Tunisia indicated that the Government had taken all the necessary measures to ensure that the labour market institutions developed programmes targeted at youth and had set up a specialized bank to provide interest-free loans and

microcredit after projects had been carefully reviewed. Such loans were not only for setting up companies but also for obtaining other assistance, such as marketing. Young people had to be supported to achieve decent work. One vital concern was to help entrepreneurs in the private sector. The Government was also striving to involve the public sector in employing young people.

134. In his concluding remarks, the Worker Vice-Chairperson highlighted a number of issues.

In developing countries about 80 per cent of people were in the informal economy, with no financial and social security, and the most important task was to take them out of this situation. He concurred with the statement by the Government member of Kenya on behalf of the Africa group as to the importance of cooperatives. Cooperatives should receive as much support as other types of enterprise. Social enterprises delivered socially important services and could therefore not be placed in the same basket as other types of enterprises, as the Employers had suggested. Also agreeing with the statement of the Africa group, he highlighted the importance of increased public works, particularly in rural areas. Robust impact evaluations of enterprise programmes were needed so that lessons learned could be turned to good account in future programmes. As to the suggestion of loans for young graduates for business start-ups, they came out of university and college already heavily burdened by debt: asking them to contract further loans would mean to lure them down the road to bankruptcy. The Employers' emphasis on labour regulations as an obstacle to employment was misplaced: poor infrastructure and financing difficulties were at least as important, if not more so. He concluded by welcoming the Employers' statement that entrepreneurship was not a panacea and their assertion of the importance of fiscal policies.

135. Speaking on behalf of the Employer Vice-Chairperson, an Employer member (Mr Ariosto Manrique Moreno, Mexico) observed that workers and employers agreed on the importance of knowing what did and did not work, and on the need for impact evaluations of enterprise programmes. Enterprises set up in difficult circumstances tended to be more successful than those set up at other times, and failure was part of the learning process. It

was essential to have a business-friendly environment. Workers' rights would be enhanced through companies, as companies developed and generated more employment. The case study presented by Kenya demonstrated above all the great importance of political will. Many governments had shared their experiences, but it would have been useful to hear more about how things could be done better. He applauded the statement of the Government member of Benin, and welcomed the assertion of the Government member of Ethiopia that the public sector could not be the major employer. He concluded by saying that new ideas were needed to generate new opportunities and new markets in order to create the new jobs that young people were demanding.

Point 5. Rights for young people

136. The Government member of Norway (Ms Hilde Schjelderup Leirmo, Adviser, Department of Labour Market Affairs, Ministry of Labour, Norway), introduced the Norwegian model of labour relations. The aim of the Norwegian labour market policy was to secure coherence in policy-making and a stable labour market situation, with economic growth, job creation, high demand for labour and high employment. In order to secure high employment, the Government established a framework for growth and job creation, a social protection system with incentives to work and an inclusive labour market. Although the unemployment rate in Norway was comparatively low, the rate for youth was almost three times higher than the national average and that had been the case for many years. Historically, there had been general consensus in Norway that equality should be the leading principle in society and an important guideline for development. That was strongly reflected in the model of labour relations. The general characteristics were: universal access to welfare; a large public sector; high employment, including for women; small wage differentials; strong collective actors; and close cooperation between government, employers' organizations and the trade unions. The principle of equality also applied to the general principles and rights at work. The Norwegian model focused on providing decent working conditions and labour rights for all. Apart from some exceptions regarding the

work of minors, all workers enjoyed the same rights, and the same regulations applied to recruitment on short-term contracts. Tripartism and collective bargaining had long traditions in Norway. Wage fixing was the responsibility of employers' and workers' organizations. Around 55 per cent of workers were unionized, but the great majority of other workers were also covered by collective agreements. There was no legally regulated minimum wage nor any other wage regulation as these were covered by collective agreements. The country had a system aimed at preventing social dumping. If foreign workers were working in Norway on poorer wages and working conditions different from comparable Norwegian workers, a public board could impose the extension of a collective agreement. The clauses on wages and other working conditions in the agreement then applied to all persons performing work within the scope of the agreement, including non-organized workers and foreign workers. The same principle of equality applied in labour market policies. Labour market measures were mainly mainstreamed but the Government recognized that vulnerable groups, such as migrants, and people with reduced capacity to work, often needed sustained support in order to be able to enter the labour market. To sum up, the Norwegian policy to prevent youth unemployment was simply to apply the same policies to everyone, including youth. The policies of the Norwegian Government were, to a large extent, correlated with the recommendations of the Global Jobs Pact.

- 137.** In his opening statement, the Worker Vice-Chairperson reminded the Committee members that all ILO standards were relevant for young workers. The Declaration of Philadelphia spoke of the ILO's obligation to promote policies aiming to achieve full employment and requested the ILO to advise member States to take the high road to economic recovery by encouraging compliance with ILO standards. The ILO had undertaken this obligation, adopting Convention No. 122. These rights and standards had to guide the actions of governments and social partners. The ILO had also addressed the protection of young workers who were rightly deemed vulnerable to abuse, with the adoption of the Minimum

Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), and rights for young people were one of the three key pillars in the 2005 resolution conclusions. Nevertheless, insufficient emphasis had been placed on the quality of jobs for young people. Young people were vastly over-represented in precarious employment, with a continuous increase in the proportion of temporary contract and agency workers, even before the crisis. The lack of a stable employment relationship excluded young workers from the scope of labour legislation, access to social protection, collective bargaining, and a normal career and family path, which ultimately had a negative impact on society. It was important to tackle the de facto discrimination of young people and their disadvantage in the area of social protection, through a two-pronged strategy of offering assistance that was not tied to a prior job and of formalizing informal employment. The social protection floor was a tool to achieve the above. Collective bargaining contributed to policies and measures that fostered the hiring of youth, stabilized employment for vulnerable young workers, improved terms and conditions of employment, and included provisions regarding training of youth. Young migrant workers were at greater risk and the ILO should strengthen its support to this group through a rights-based approach. As indicated in the report, lack of health and safety protection for young workers was another area of concern.

138. He noted that, through the adoption of the 2008 ILO Declaration on Social Justice for a Fair Globalization, the international community strongly reaffirmed the importance of minimum wages. The report highlighted the role of well-designed wage subsidies and general minimum wages to raise demand for young workers and sustain their purchasing power. Workers supported collective agreements and the extension of minimum wages, which could in fact be considered as part of ALMPs, and opposed youth wage rates or any type of age-based discrimination. Indeed, there was no evidence of good employment performance in countries that applied youth minimum wages. He added that the argument of high minimum wages reducing competitiveness and growth was contestable.

139. Speaking on behalf of the Employer Vice-Chairperson, an Employer member (Mr Peter Woolford, Canada) observed that the Committee should help governments to make difficult policy choices. Young people should be competitive and remain engaged in labour markets even during crises. Wage policies should balance incomes against employability and not price less experienced young people out of work. Young people needed to be able to access flexible work options to multiply their opportunities. The rights and benefits for those in work were outside the mandate of the Committee and the focus had to be on youth unemployment.

140. On wages, in particular age-based rates of pay, employers should pay all employees what the law required, and wage obligations needed to balance income with employability. The 2005 resolution had concluded that: supportive wage policies were required to meet youth employment challenges (paragraph 19), and that policies on wages and conditions should ensure adequate protection of young workers and the improvement of their employment prospects (paragraph 28). No change was needed to these conclusions. The crisis had underscored what the Minimum Wage Fixing Convention, 1970 (No. 131), stated, i.e. that minimum wages needed to balance employee income with the scope to successfully participate in work. This balance was different from country to country and the ILO could contribute by collecting and disseminating comparative information on this topic.

141. One mechanism used by a number of countries and supported by the Employers had been to apply specific age- or training-based rates of pay for young people which were lower than adult minimum wages. The ILO needed to support informed and open dialogue on the job-creating potential of these measures. All options needed to be carried out by tripartite discussions, contrary to the conclusions in paragraphs 205 and 206 of the report. A more neutral stance on wage pauses, discounted or delayed minimum wage increases and other wage moderation measures was also requested by the Employers. Policy options on these issues needed to be presented to ILO constituents as part of the policy mix. The Employers' group did not support paragraph 204 of the report, as it considered it logical

that young people often worked in entry-level positions and in industries paying minimum wages. On contractual arrangements, the Employers deemed that temporary or fixed-term work, agency work, casual work and part-time work were not inherently of lower quality, provided they were stipulated in a legal employment arrangement. In the context of the crisis, it was necessary to preserve or extend avenues into work, not narrow them. Contrary to what was stated in paragraph 60 of the report, it was equally possible that the conditions established for full-time work might be preventing transition to work. The Office needed to pay greater attention to what was happening in workplaces and the changing preferences of many young people.

142. On precarious work, the Committee needed to consider who was ultimately more precarious, a young person who maintained contact with the labour market through temporary, casual, part-time or agency work, or a young person excluded from the labour market because a potential employer only had the option of creating a full-time open-ended job. Paragraph 5 of the 2005 resolution recognized that young people did not have access to decent work, but stated that full-time, part-time, casual, temporary or seasonal work might provide entry points for young workers to the labour market and enhance their long-term employment prospects. There should be a greater concern that the crisis was driving more young people into informality, than with employers using lawful forms of work such as temporary and part-time work.

143. In concluding, the Employer member from Canada reiterated that young people had the right to: (i) wage arrangements that made them competitive in labour markets; and (ii) employment arrangements that maximized their employment opportunities.

144. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU,¹² supported the evidence presented in the report on disproportionate

¹² See footnote 2.

decent work deficits, low-quality jobs and undeclared work among youth. Tackling youth unemployment was an urgent concern but should not mean a disregard for quality jobs for young people. Social partners had a key role to play in ensuring young workers' rights.

145. The EU supported the integrated approach of the ILO Decent Work Agenda and the ILO contribution to young workers' rights, and followed a twofold approach based on: (i) a rights-based approach for equal treatment, protection against discrimination and gender equality; and (ii) the promotion of job quality as one of the core objectives of the European Employment Strategy. Particular attention was devoted to reducing labour market segmentation. Temporary employment was positive when it was conducive to permanent employment, but could turn into a permanent trap, and policies had to ensure transition from temporary to permanent employment. In addition, informal employment had to be addressed as it severely affected the current and future economic and social prospects of many young people. In terms of apprenticeships or traineeships, increasing the offer of these workplace learning conditions needed to go hand in hand with a clear commitment to the conditions under which they took place. The ILO had an important role in raising awareness, informing and guiding young people on their rights in the labour market. The Office needed to collect, assess and facilitate the exchange of lessons learned in addition to assisting members with the implementation of relevant international labour standards. The Office should monitor and report on the development of rights for young workers globally.

146. The Government member of Kenya, speaking on behalf of Government members of the Africa group,¹³ highlighted that international labour standards played an important role in protecting the rights of youth and improving their employment opportunities. Although there was political commitment to obtain full, productive and freely chosen employment in compliance with the ILO Conventions and Recommendations, it was also crucial to build the institutions necessary for the realization of this objective, such as employment services

¹³ See footnote 5.

and education and training institutions. The ILO report mentioned the growing problem of unemployment among graduates in both developed and developing countries. This required a renewed commitment to ILO instruments relating to human resources development. Enhanced ILO supervisory mechanisms should provide feedback for improvement, and technical assistance was vital to encourage required actions by member States. Attention was also required to youth aged 15–17 and engaged in hazardous work, with a renewed commitment to ratify ILO Conventions and the implementation of programmes combating child labour.

147. Youth, especially in Africa, also faced challenges in accessing social protection: the bulk of workers were in the informal sector and were not covered by social security systems. Measures to extend social security to the informal sector should be given priority. The lack of representation of youth in social dialogue and collective bargaining constrained their right to express views on public policies. Systematic information and data about youth participation in the development and implementation of policies were required, and stronger youth representation in organizations of workers and employers had to be promoted to integrate youth's views and requirements into employment and vocational training policies, ALMPs, minimum wages and other terms and conditions of work.

148. The Government member of Canada explained that all jurisdictions in her country had statutes regulating employment standards and OSH. Nevertheless, young workers tended to be more vulnerable than other workers since they were less aware of their rights and less inclined to file a complaint if their rights were not respected. They were also at higher risk of injury. Specific measures were introduced to limit hours of work for young people and prohibiting inappropriate types of work including hazardous work. These measures were enhanced by targeted labour inspection initiatives, as in the case of Ontario, where health and safety inspections targeted specific sectors where youth represented a significant percentage of the workforce. Awareness initiatives on young workers' rights were also required. This could be done by developing awareness material, specifically targeting

youth. Various channels should be used, adapted to young peoples' reality, such as schools, employment agencies, the Internet and the social networks. The social partners had a key role to play, through their extended advocacy skills and capacity to reach out to workers and employers.

149. The Government member of Uruguay stated that in his country standard apprenticeship contracts for youth, fixing minimum wages per sector and branch of economic activity, had been defined through tripartite negotiations within the so-called wage councils. The law of 1943 was still implemented and guaranteed that 100 per cent of the wage earners were covered by collective bargaining. This was in compliance with Convention No. 131. Law No. 16873 established a flexible contractual framework, depending on whether the young person was in his/her first work experience, or wished to improve his/her competencies and qualifications. This law was currently under revision, to guarantee that young workers had the same rights as adult workers. Uruguay considered that precarious or excessively flexible contracts for young people could not contribute to learning and full insertion into the world of work, and led to a form of discrimination.

150. In his concluding remarks, the Employer member of Canada exposed three points. First, the crisis was a reality and all options should be explored to create jobs in the formal economy, complying with existing laws and regulations. Second, health and safety were important and targeted training and awareness-raising tools should be provided to youth, as indicated by Canada. Third, there was a strong agreement that young people had the same rights as other workers and these rights should be respected and honoured by all parties.

151. In his concluding remarks, the Worker Vice-Chairperson specified that the mandate of the Committee was to discuss youth employment, not just youth unemployment as indicated by the Employers. The crisis had led to precarious employment and underemployment. Now the situation was even more challenging: there was a lost generation, with no jobs and no decent wages. The line of reasoning that a job was better than none was not

positive: working conditions were being brought down, and the crisis was used as an excuse to establish bad labour market practices. The statement made by the Government member of Denmark on behalf of the EU went in a direction that raised concerns for the Workers' group, who in turn supported the statement made by the Government member of Kenya on behalf of the Africa group, requesting that international labour standards should be respected and social security should be extended to workers in the informal economy. As indicated by Canada, social partners could play a key role in raising awareness of young people on health and safety issues and other rights at work. The establishment of parameters for work during school was also a very good measure. Paragraph 5 of the 2005 resolution did not end where the Employers indicated. The continuation of the paragraph was: "Unfortunately, there are also too many young workers who do not have access to decent work. A significant number of youth are underemployed, unemployed, seeking employment or between jobs, or working unacceptably long hours under informal, intermittent and insecure work arrangements, without the possibility of personal and professional development; working below their potential in low-paid, low-skilled jobs without prospects for career advancement; trapped in involuntary part-time, temporary, casual or seasonal employment; and frequently under poor and precarious conditions in the informal economy, both in rural and urban areas. Other young workers lack adequate incomes, access to education, training and lifelong learning, social protection, safe workplaces, security, representation and rights protected under international labour standards, including freedom of association, collective bargaining and protection from harassment and discrimination". If these considerations were not made, it would be very difficult to reach consensus on the conclusions to the discussion of the Committee.

Point 6. The way forward

152. The Chairperson confirmed the completion of the discussions for the five themes and thanked delegates for their active participation and proposals made. The Committee's success was corroborated by the presence of more than 100 governments, as well as

Worker and Employer members. He reconfirmed that the task consisted of having conclusions which would offer a strong response and provide guidance on how to tackle the youth employment crisis. The importance of the 2005 resolution and the need to move at full speed to its realization had been underlined during the discussion. The youth employment crisis created a need for an urgent response. The Committee had shared the exceptionally changing circumstances which required rigorous action also on areas not covered by the 2005 resolution. Numerous examples of policies and innovative approaches launched since 2005 had been presented. Paraphrasing the President of the Conference, the Chairperson said that the Committee's work was "of historical interest".

153. The Employer Vice-Chairperson recapped on the themes discussed and reminded the Committee of the diversity of situations that existed across countries. The importance not to over-generalize had to be a key point in the conclusions. Policy-makers should be provided with information and policy options, without being forced into a particular policy pathway. There was no simple magical recipe for meeting the youth employment challenge. A collection of ingredients were needed. These had been outlined in the 2005 resolution and were still valid. She hoped to see text that addressed how further progress could be made on what had been agreed in 2005 and additional priorities and action. On employability and skills, many governments had been paying more attention to their educational systems. Having an education and training system that was responsive to labour market demands was crucial. Governments and education and training providers had to work closely with employers in the design of the education system. In the current economic situation, there was a role for targeted incentives for businesses to support their costs of training. On labour market policies, social dialogue was important. The Employers' group was encouraged by the experiences shared by the Governments that had stressed the importance of early and evidence-based interventions. But there were implementation challenges and knowledge gaps. The Employers' and the Workers' groups seemed to be in agreement that labour market policies had a critical role to play. Work

experience as an essential component of interventions was a view shared by the Workers' group. In terms of social security, the best social protection was to have a job. Social security schemes should act as a springboard into a job. Good practices had been shared by Government members on incentives to employers for hiring young workers. It was agreed that entrepreneurship was part of the way forward and her group was pleased that many governments were making efforts to make additional funds available to young entrepreneurs. Such interest should be taken forward in the conclusions. On rights, the discussion centred on minimum wages and contractual arrangements. There was universal support for fundamental rights and principles and the proper enforcement of legislation. Improved information on wage policy options was important. She expressed her group's support for furthering opportunities to work part time, casually, temporarily and through agencies. Employment and economic policies were the most fundamental issues. Without return to growth, there would be no end to the youth employment crisis. The challenge and opportunity was a return to growth that was accompanied by job growth. It was important to restore business confidence for job creation and disincentives to job creation had to be avoided. Finally, there were some differences in a limited set of areas, but such differences should not disguise widely shared priorities and approaches. The debate provided a good springboard for drafting useful and impactful conclusions that should be concise and clear.

154. The Worker Vice-Chairperson called upon the Committee to adopt an action plan that would deliver the millions of decent jobs that youth were deserving and waiting for. The 2005 discussion delivered good conclusions but they were not fully implemented. Now, the challenge was larger due to the consequences of the crisis. The conclusions could not be a restatement of those of 2005. A collective endeavour equal to the one of the 2008 crisis that led to the Global Jobs Pact was required. He gave an overview of the issues that his group would like to see in the conclusions. A strong political message to the constituents, the ILO itself and the multilateral system emphasizing the urgency and the need for concerted action had to be included at the outset. A call to action that prioritized

growth policies had to be issued. It was important to break with the obsession for budget balances at all costs and competitive austerity. The need for a different mindset on macroeconomic policies to maximize employment outcomes was underscored and action points included: macroeconomic policies that targeted employment; industrial policies that improved productivity; public employment and investment programmes; and formalizing the informal economy. The increase in precarious jobs was of great concern. Action points included: ensuring the right to organize and the right to collective bargaining; extending legislative protection to larger numbers of young workers; extending collective bargaining agreements to include young workers; and limiting disguised employment relationships and converting temporary jobs into permanent ones. Another area of key focus was labour market policies and employability. Actions included strengthening efforts to ensure that everyone had access to basic education, providing programmes of learning and training that offered certifiable skills, extending social security coverage to youth and organizing labour market policies along the lines of employment guarantee schemes. There was also an important role for the ILO to boost action. The report showed the significant progress achieved and his group saluted this. Action points included increasing technical capacity on macroeconomic and industrial policies, expanding work on public employment and investment programmes, evaluating entrepreneurship programmes, providing attention and resources to cooperatives and the social economy, promoting best practices on dual systems, providing statistics on wages and working conditions, undertaking research on interventions to convert temporary jobs into permanent ones, promoting minimum wages and the minimum wage fixing Convention, and all relevant ILO Conventions. Based on these areas of action, the ILO had to provide leadership in the multilateral system, including by overhauling the Youth Employment Network.

155. The government Member of the United States, speaking on behalf of the industrialized market economy countries (IMEC group) attending the Conference,¹⁴ applauded the ILO's commitment to addressing the youth employment crisis and reiterated his group's commitment to the 2005 resolution which provided solid guidance for action. IMEC acknowledged the growing high-level discourse on the issue and the ILO's contributions to this work. The discussion had shown that the youth employment challenge required a combination of measures by governments, social partners, and the ILO. Interventions had to include initiatives targeting specific groups, bearing in mind the need to respect social and labour rights. Governments addressed this pressing issue with increased urgency. The ILO had to intensify efforts and continue to strengthen its research and analysis, including by conducting impact assessments. He called upon the ILO for improved coordination among its programmes, including technical cooperation. ILO youth employment interventions should be subject to rigorous monitoring and evaluation and should be set against measurable targets and indicators. The ILO should continue to disseminate best practices. He invited the ILO to continue to respond to national requests with targeted, evidence-based, and country-specific advice. Youth employment strategies should be included in Decent Work Country Programmes (DWCPs) and he encouraged the ILO to continue to bring its expertise to multidimensional discussions addressing crisis recovery and global strategies for youth, coordinating efforts internally and with other global forums, including the G20. Under the comprehensive principles of the 2005 resolution, the Decent Work Agenda and the Global Jobs Pact, the IMEC group believed that the ILO and its constituents had the tools required to make a real impact on the youth employment crisis.

¹⁴ Australia, Austria, Belgium, Canada, Czech Republic, Cyprus, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Japan, Republic of Korea, Latvia, Lithuania, Luxembourg, Malta, Netherlands, New Zealand, Norway, Poland, Portugal, Romania, San Marino, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, United Kingdom, United States.

156. The Government member of Kenya, speaking on behalf of Government members of the Africa group,¹⁵ outlined the points that her group wanted the conclusions to include, starting with point 1, and the need for time-bound national youth employment action plans with measurable outcomes developed with the social partners and youth themselves. A national coordination mechanism for youth employment was required that could muster political support to ensure coherence and coordination, and participation of social partners. Employers' and workers' organizations and youth themselves were important partners in policy and programme development, implementation and monitoring and evaluation. ILO constituents needed to step up efforts towards a new macroeconomic framework that placed employment at the core of national policies. Youth employment, which was particularly sensitive to economic cycles, had to be cushioned against macroeconomic volatility. A renewed commitment was needed to the UN system-wide Social Protection Floor Initiative. On point 2, she called for a renewed commitment to strengthen technical vocational education and training systems, as well as increased attention to apprenticeship systems particularly for the informal economy. Referring to the school-to-work transition, she urged the Committee to harness public-private partnerships. In relation to point 3, she called for increased investment in ALMPs and labour market information systems that could create a match between labour supply and demand. She encouraged the Committee to draw attention to formalization strategies and highlighted the importance of cooperatives and other social solidarity economy mechanisms. She stressed the role of well-targeted wage subsidies and the role of tripartite negotiations in promoting the hiring of youth. Regarding entrepreneurship, she wished to see in the conclusions the importance of supporting opportunity-driven entrepreneurs, as opposed to necessity-driven entrepreneurs. She also called for strengthening impact evaluations of youth entrepreneurship interventions. Entrepreneurship education curricula were highlighted as a key area to improve attitudes towards entrepreneurship. She also underscored the role of infrastructure

¹⁵ See footnote 5.

development programmes. She concluded her remarks by stressing the importance of the ILO supervisory mechanisms and the ILO's key role in protecting the rights of youth. She encouraged member States to enhance their actions in ensuring access of youth to social protection, especially for those in the informal economy, and to increase the platforms for youth to raise their voice and be represented in social dialogue.

157. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, ¹⁶ the Accession Country (Croatia), Candidate Countries (Iceland, Montenegro, the former Yugoslav Republic of Macedonia, Turkey and Serbia), Countries of the Stabilization and Association Process and potential candidates (Albania and Bosnia and Herzegovina), as well as Armenia, the Republic of Moldova and Ukraine, stressed her support to the statements made by the IMEC group. She recognized the value of the Committee discussions as well as the input received from the Youth Employment Forum. She asked the Committee to put emphasis on the delivery of the existing 2005 action plan on youth employment while building on the 2005 resolution and incorporating the experiences of the last seven years, lessons learned and new initiatives. Her suggestions to the Committee were as follows. First, to implement a coherent set of policies, including macroeconomic, employment, environmental, social and education and training policies. Second, she asked the ILO to excel in providing knowledge on labour market policies. Third, the ILO, in collaboration with other international organizations, should intensify efforts on collecting good practices in: (i) improving the relevance of education and training systems; (ii) early identification of potential school leavers, and young people neither in employment nor education or training; (iii) supporting school-to-work transition through apprenticeships; (iv) analysing other transitions such as from unemployment to employment and from the informal to the formal economy; and, finally (v) improving skills anticipation and matching. Fourth, she called on the ILO to evaluate

¹⁶ See footnote 2.

entrepreneurship and self-employment promotion programmes in order to reduce the knowledge gap. And lastly, she stressed the role of the ILO in raising awareness, informing and guiding young people on their labour rights, and asked the Office to assist member States with the implementation of relevant international labour standards and to report on rights for young workers globally.

158. The Government member of China noted that youth are the future of his country and asked the ILO to guide all countries on ways to address the youth employment crisis. He indicated that his Government had placed youth employment at the top of the agenda and summarized recent efforts put in place to assist young people, such as the Youth Employment Division for the promotion of equal employment opportunities and comprehensive macroeconomic plans, including economic development, human resource development, and other specific plans and policies to tackle the youth employment crisis. He indicated the Government's commitment to strengthen cooperation with social partners and other institutes and agencies to ensure a cohesive social economic development. He shared the Government's cooperation with universities and colleges to provide employment services to youth, as well as information on employment and social protection measures. He added that his Government cooperated with trade unions, private companies, women's federations, disability confederations and rural companies. To support young entrepreneurs, he made reference to youth-friendly tax policies, microcredit funds, concessionary loans, and favourable trade policies. He underscored China's commitment to improve its ALMPs as well as to encourage youth to go to other regions to explore employment, to fight against youth discrimination, and to establish accountability mechanisms.

159. The Government member of the Comoros supported the proposals presented by the Government member of Kenya on behalf of the Africa group. She suggested to include in the conclusions the need to exchange experiences and establish subregional and regional

coordination and exchange mechanisms on the promotion of youth employment, as many good practices existed.

160. The Government member of Turkey thanked all the participants and social partners for sharing their experiences and views: such tripartite platforms would contribute to broadening horizons on youth employment and they needed to be pursued. The 2005 resolution needed to be complemented and supported by conclusions from the Committee which would be beneficial to address the youth employment crisis. Particularly in times of crisis, the ILO needed to encourage and support governments to take measures on youth employment together with national financial institutions and, if necessary, with international financial institutions.

161. The Government member of Barbados commented on the need for new macroeconomic models. The profit motive of corporations could not be changed, but different approaches could be considered, such as tax incentives. As for delayed retirements due to underfunded pension schemes, some firms had already moved from defined benefit to defined contribution systems, although these were not popular with employees. The modification of working hours to create employment had also been successfully applied by some countries during the crisis to retain and create employment and, although there were drawbacks, this could be a temporary measure. Nevertheless, the youth employment crisis was not temporary and what had once been considered temporary solutions may need to be seen as longer term ones.

162. Finally, changes were needed in the type and level of government involvement, corporate organization, business incentives and the refocusing of educational institutions among others. There also needed to be wide-ranging change, including fiscal and macroeconomic policies, corporate tax policies and collaboration between business, labour and the government. Throughout these efforts, fundamental ILO principles and standards had to be respected and a social protection floor provided for those not in employment.

163. The Government member of Australia supported the statement made by the Government member of the United States on behalf of the IMEC group. The ultimate objective was to achieve sustained and inclusive recovery from the crisis that would create jobs and improve living standards for all. The crisis had demonstrated that economic, employment and social protection policies were mutually supportive and effective policy coherence was required at both national and international levels. This could be enhanced by drawing on, and inputting into, the expertise of international organizations. The ILO needed to continue to demonstrate strong leadership within global forums, including the Rio +20 Conference and the G20. The ILO also needed to continue to develop appropriate and coherent policy responses to the youth employment crisis and respond to national requests for assistance with targeted, robust and country-specific advice. An approach which combined sustainable employment and decent work, with social protection policies, would maximize long-term economic growth and encourage the equitable distribution of benefits. The 2005 resolution, the Global Jobs Pact, the ILO Declaration on Social Justice for a Fair Globalization and the Decent Work Agenda, offered a comprehensive framework for the ILO and its constituents to make a real impact on the youth employment crisis.

164. The Government member of Argentina underlined the importance of identifying pathways to deal with the youth employment crisis and made three suggestions. First, social inclusion and the creation of wealth were not automatic results of economic growth and youth employment needed to be part of overall national policies and of a macroeconomic framework supporting employment creation. Second, youth employment policies had to be viewed holistically and include links to schooling, vocational education and training, cooperatives, work placements, incentives to companies to hire and assistance to jobseekers. All appropriate stakeholders needed to be involved, including governments, trade unions, employers, civil society and others. Third, it could be dangerous to replicate youth employment policies and programmes from one country to another, as national realities had to be taken into consideration. Even within the same country there could be

significant differences between regions and local areas which required a targeted approach. The ILO could contribute through technical cooperation, including South–South cooperation. The ILO could also assist by identifying best practices and providing guidance to help achieve policy coherence at the national level.

165. The Government member of Tunisia stated that, although different positions had been expressed, there was an urgent need to address youth employment. There should be emphasis on the creation of an enabling environment for enterprises. The 2005 resolution was still relevant and should be further enhanced, to include an urgent appeal to speedy action and develop employment policies, which would ensure dignity for young people.

166. The Government member of Trinidad and Tobago highlighted that there was a shared concern on concerted action to implement the 2005 resolution, which needed a plan of action for its implementation. Such a plan could identify the following points: (i) short, medium and long-term actions; (ii) mechanisms for monitoring and evaluating progress on an ongoing basis; (iii) mechanisms for meaningfully engaging young people in the implementation and evaluation process; and (iv) mechanisms for cooperation at the multilateral level.

167. The plan could be structured following the four pillars of the Decent Work Agenda. First, the promotion of fundamental principles and rights at work should take on board the implementation of the core Conventions, the strengthening of labour inspection, and the use of youth networks and the social media to make young people aware of rights and responsibilities in the workplace. Second, employment creation should put into practice the Global Jobs Pact, improve the macroeconomic framework with greater policy coherence at the local, regional and international levels, enhance youth employability, promote youth entrepreneurship through MSMEs and cooperatives, promote PEPs, and strengthen labour market information systems. Third, the promotion of social protection should provide measures that would serve as automatic stabilizers. Fourth, social dialogue should focus

more on youth employment issues, create mechanisms for dialogue among youth and between youth and social partners on youth employment issues. Some suggested mechanisms could include: the institutionalization of the global Youth Employment Forum as an annual event and the inclusion of youth in member States' delegations to the ILC.

168. The plan should be communicated across multilateral institutions and forums, including the G20, the Economic and Social Council (ECOSOC) and Rio +20. There should be mechanisms for horizontal cooperation enabling member States to share experiences and assist others in implementation of the plan of action. Further, the development of standards on youth employment, possibly through an ILO Convention and Recommendation on decent work for young people, should be considered.

169. In his closing remarks, the Worker Vice-Chairperson indicated that this had been a good discussion, in which many governments had supported the urgent call for action. The support given by governments to workers' rights, especially through the statements made by the Government member of Denmark on behalf of the EU, and the Government member of Kenya on behalf of the Africa group, suggested that this concern for rights would be integrated in the conclusions. The rights of young people had to be respected and the ILO should provide technical assistance. Standards had to be respected and, if necessary, revisions should be applied. The conclusions should convey the need for national and international joint efforts. In this context, the ILO should provide guidance to the G20 and the multilateral system on youth employment.

170. The Employer Vice-Chairperson stated that some of the points raised by the Workers had been mentioned for the first time. The Employers agreed with some, but not with all of them. Governments had illustrated different policy approaches. Many of them were close to the Employers' viewpoint, for example: the importance of finding new options and avenues; the role of private investment and sustainable enterprises; and the importance of dialogue in employment creation. Some of the priorities presented by the Government

member of Kenya on behalf of the Africa group should be highlighted, including: (i) the need for strong and credible political commitment; (ii) the relevance of context-specific solutions; (iii) the requirement to base decisions on evidence; and (iv) the necessity to find more sustainable sources of funding for entrepreneurship other than government grants, including through commercial banks.

171. Some possible avenues to explore included: (i) reiterating the importance of return to growth; (ii) addressing informality; (iii) applying dialogue to improve policy effectiveness; (iv) considering technological changes and the opportunities and challenges they created; (v) improving the quality of education and skills, including changing attitudes in secondary and tertiary schools; and (vi) restating the importance of monitoring and evaluation to ensure that efforts were effective and that actions could be improved. Noting the Workers' proposal to rediscuss the Youth Employment Network, she indicated that the efforts of the international organizations were certainly needed.

172. She stated that there were areas on which the Employers' group did not agree, or did not consider as priorities to create jobs for young people. First, as indicated earlier by the Employer member from Canada (Mr Peter Woolford), millions of jobs would not come from rights and their enforcement: narrowing avenues to work would not create jobs for young people but would fail them. Second, the role of private investment, rather than public borrowing and spending, should be emphasized: the United Kingdom's Future Jobs Fund had been very expensive on a cost-per-job basis, and this also illustrated the importance of policy evaluation. Third, it should be recalled that the ILC had rejected the notion of triangular employment relationships in 2006.

173. The Chairperson thanked the Committee for the very cooperative atmosphere and approach and announced that the Government member of Barbados had been elected as Reporter of the Committee.

-
- 174.** The Chairperson welcomed the new spokespersons of the Employers' and Workers' groups (Mr Dagoberto Lima Godoy, Brazil, Employers' group; and Mr Grant Belchamber, Australia, Workers' group). He introduced the participants in partnership hearings that included seven representatives from regional and international organizations, namely: the OECD, UNESCO, UNDP, the African Development Bank (AfDB), the European Commission (EC), the World Bank and the Mexican Presidency to the G20.
- 175.** Mr José Manuel Salazar-Xirinachs (Executive Director, Employment Sector) underscored that the youth employment crisis could only be tackled with a great deal of mobilization, coordination and partnership at global, national and local levels. He presented examples of partnerships in which the ILO had been involved. At the Millennium Summit in 2000, global partnerships for development became an MDG Goal (No. 8). Thanks to relentless ILO advocacy, in 2008 the first MDG target included a new target (1.B), which consisted of full and productive employment and decent work for all, including women and young people. It was crucial to ensure that the post-2015 framework included decent work for young people as a priority, if not a goal.
- 176.** UN programming at country level had served as a platform for establishing partnerships within the United Nations and among national institutions, partners and UN country teams. The youth employment and migration window of the MDG Achievement Fund, financed by the Government of Spain, had supported integrated approaches, and he thanked the MDG Achievement Fund and UNDP for having invited the ILO to act as convenors of this window.
- 177.** The partnership between the ILO, the United Nations Department of Economic and Social Affairs (UN DESA) and the World Bank, had resulted in the creation of the Youth Employment Network. Established in 2001, it was the first global partnership that had mobilized action on the Millennium Summit's commitment to decent and productive work for youth. After an initial phase focused on advocacy, in 2007 the work of the partnership

was reorganized to focus on delivery of services on the basis of four areas of action. A flagship initiative, facilitated by the Youth Employment Network, was the Youth Employment Inventory that involved collaboration between the ILO, the German Ministry of Economic Cooperation and Development, the World Bank and the Inter-American Development Bank.

178. The ILO partnered with UN agencies through the UN Inter-Agency Network on Youth Development, as well as with the EC and the OECD. In 2010, the ILO and the World Bank joined forces to conduct a survey of policy responses to the crisis. A joint ILO and World Bank report was published and the next stage would be to analyse the information gathered.

179. The ILO supported the work of G20 summits in the areas of growth, jobs and social protection. The ILO engaged, with the OECD, in supporting the work of the G20 Task Force on Employment which had assigned, under the Mexican Presidency, priority to youth employment. The ILO coordinated, with the OECD, the World Bank and UNESCO, support to low-income countries in building on the G20 Training Strategy to have their own skills for employment action plans.

180. Partnerships with non-State actors had been established, most recently by the ILO with The MasterCard Foundation. This partnership would allow to, amongst others, collect, analyse and disseminate primary data on the school-to-work transition in 28 countries. The ILO's regional and field offices had also been negotiating partnerships. Regional partnerships were also mentioned during the presentation. These included the one with the AfDB, the African Union, the Economic Commission for Africa and the "Joint Youth Employment Initiative for Africa". Similar regional partnerships were launched with the Asia-Pacific Economic Cooperation Council. Other examples included the Asia-Europe Meeting, and the Latin America and Europe meetings to promote youth employment and social cohesion. Further examples covered the ASEAN +3, to explore strategies to promote

youth enterprise in Asia, and MERCOSUR, to develop a regional plan for youth employment.

181. Finally, he mentioned that in preparation for the Conference this year, the ILO organized 46 national and regional consultations and a global Youth Employment Forum. In conclusion, he welcomed hearing on the way forward to promote decent work for young people through partnerships at the regional and global level, as well as through networks on decent work for youth that involved young people themselves.

182. Mr Koos Richelle (Director General, Employment, Social Affairs and Inclusion, EC) underscored that the report rightfully put the emphasis on developing partnerships and the EU shared this objective. Last month, the EC had adopted an employment package, showing how employment policies could be a driver of growth. The EU Youth Opportunities Initiative was a key component. Areas covered were: preventing early school leaving; developing skills relevant for the labour market; helping young people gain their first work experience and on-the-job training; and helping them to access that labour market and get jobs. In order to implement this initiative, three avenues were involved: (i) where possible, reallocating resources of the EU Structural Funds; (ii) designing effective and coordinated policies; and (iii) developing a quality framework for traineeships and a policy framework for youth guarantees to be presented later this year.

183. The EC supported international efforts to foster youth employment. The ILO had a pivotal role to play and the EC was ready to contribute actively, in particular in promoting apprenticeship systems, where it had rich experience. In this context, it was important to stress the promotion of effective school-to-work transitions via quality apprenticeships and traineeships. The EC also supported the continuing of the G20 Task Force on Employment. The ILO's inputs and efforts for policy coherence, as well as the OECD, were very much appreciated.

184. Youth employment was a priority for regional partnerships. This was true for the new European Neighbourhood Policy, in particular the southern Mediterranean where youth unemployment was the highest in the world. Exchanges on youth employment were also high on the agenda in the Asia–Europe Meeting and in the EU’s dialogue with Latin America.

185. Mr Stefano Scarpetta (Head of Employment Analysis and Policy Division, OECD) presented the consequences of the crisis for youth employment. Even before the crisis, school-to-work transitions were difficult. A large share of youth were “left behind” as they were neither in employment nor in education or training, particularly those with low skills. Working youth, with some skills, were often “poorly integrated”, such as those in precarious jobs. The crisis worsened the situation and youth unemployment and discouragement increased. In a recent joint statement for the G20 Labour and Employment Ministers’ Meeting, the OECD Secretary-General, Mr Angel Gurría, and the ILO Director-General, Mr Juan Somavia, drew attention to the youth employment crisis.

186. The OECD was undertaking in-depth analysis on youth employment. “Jobs for youth” reviews included multi-stakeholder consultations. The *African Economic Outlook 2012*, prepared in collaboration with the AfDB, had a strong focus on youth. A Skills Strategy and Gender Initiative had recently been launched. The Skills Strategy, followed a life-cycle approach and offered a framework for building the right skills and turning them into better jobs. Further, ongoing focus of the OECD “jobs for youth reviews” was extended to emerging economies: Brazil, China, Mexico and South Africa. Together with the ILO, support was provided to the G20 process and a joint in-depth report, *Giving Youth a Better Start*, was launched in 2011. In 2012, support was provided to the G20 Task Force on Youth Employment under the Mexico Presidency. In addition, the monitoring of youth labour market developments was an important ongoing area of work for the OECD.

187. Partnerships among multilateral and regional organizations were critical, particularly to identify good practices in key areas such as: apprenticeships and vocational education and training initiatives, strategies to reduce school drop-outs, conditional cash transfers, wage subsidies and reduction in social security contributions. Finally, providing advice on how to achieve better policy coherence lay at the core of the OECD's work. Facilitating dialogue was also of utmost importance to his organization. He stressed how the G20 process had given stronger impetus to consultation and collaboration across multilateral organizations. He shared his appreciation for the fruitful collaboration with the ILO on how to strengthen employment issues in the framework for strong, sustainable and balanced growth, including on trade and employment linkages, and underscored the importance of continuing and strengthening such collaboration.

188. Ms Mmantetsa Marope (Director of the Division for Basic to Higher Education and Learning, UNESCO) described the youth employment crisis and called for urgent and decisive action requiring strategic and more effective partnerships. In facing these challenges, she outlined several key supply and demand-side factors that contributed to youth employment. Supply-side factors included: youth employability; the disconnect between demand and supply of skills and knowledge; and the inadequate quality and quantity of skills. On the demand side, major challenges included the limited opportunity for jobs owing to slow growth, the economies' inability to create the required jobs, the disasters and crises that set back economies, as well as inadequate space for youth to influence their future employment prospects.

189. Ms Marope mentioned UNESCO's involvement in the Interagency Working Group on Technical and Vocational Education and Training, together with the ILO, among other institutions, as well as the work to support the G20 in the human resources development pillar around the work on indicators and support for low-income countries.

190. Ms Sophie De Caen (Director of the MDG Achievement Fund (MDG-F), UNDP), illustrated its main objectives and results.

191. One theme was Youth Employment and Migration (YEM) that promoted sustainable employment and decent work for young people at the national and local levels. The ILO was the UN agency appointed to lead the technical review of programmes under this theme, and continue with knowledge-sharing. UNDP partnered with the ILO in the collection and analysis of good practices, sharing of lessons, and offering technical support.

192. Although interventions were specific to the national and local contexts, they had the following common elements: (i) they developed key partnerships to accelerate responsible public policies; and (ii) they supported youth employment promotion at the national and local levels through a migration lens, and enhanced local capacities to develop, implement and monitor effective youth employment and migration programmes.

193. With regard to partnerships established at the country level, she highlighted the following information: (i) 13 UN agencies (with an average of five agencies per joint programme) and 92 national entities participated in the joint programmes, bringing together multidimensional expertise on employment, entrepreneurship, migration, protection of rights, education, and health; (ii) many of the programmes worked with local governments and a diverse range of local stakeholders to pilot and test models that provided young people with integrated services; and (iii) most of the partnerships with private sector and credit facilities had been established within the framework of the YEM and included apprenticeship programmes, internships and on-the-job training placements.

194. Lessons learned that had emerged from implementation included: (i) intersectoral coordination and coherence at national level were key for effective youth employment policies; (ii) policies had to be accompanied by multi-year budgetary allocations and needed capacity at local level for the implementation of clear employment plans and

programmes; (iii) youth employment programmes had to keep a good balance between supply and demand, for which partnerships with the private sector were important; and (iv) partnering with credit facilities to support young entrepreneurs was emerging as an important area for further work.

195. Youth employment promotion was also related to other areas of the MDG-F: development of the private sector through value chain development work; culture and development supporting creative industries and conflict prevention and peace-building. National ownership and leadership, combined with coordinated support by relevant UN agencies, provided an effective model of intervention.

196. Mr Kamal El-Kheshen (Vice-President, Sector Operations, AfDB), noted the shocks that the world had faced, including the rapid increase in food prices, the global financial crisis, climate change and the subsequent crisis of the agricultural sector and an unequal distribution of the fruits of growth across the world. African economies had shown resilience to external shocks, and many sub-Saharan countries had in recent years achieved high economic growth rates, but this growth had largely been jobless, particularly for youth.

197. The AfDB had earmarked US\$800 million for youth employment programmes, 38 per cent being allocated to technical assistance and training and 62 per cent directly targeting job creation. Youth employment was one of the Bank's major targets and a component of all its programmes. In partnership with Spain, the Bank had developed a system of microcredits for farmers, while in partnership with France it had developed a means of harnessing remittances from the African diaspora in order to boost job creation at home.

198. One problem for policy-makers was that there was very little information on what did and did not work. The partnership initiatives the AfDB was involved in included the "Joint Initiative on Youth Employment", with the African Union, the ILO and the UN Economic Commission for Africa (UNECA). Its objective was to help the continent reap the

demographic dividend by increasing the efficiency and effectiveness of youth employment efforts, facilitating the implementation of existing plans, capacity building, knowledge creation and sharing, and advocacy and resource mobilization.

199. Another initiative the Bank was involved in was the AfDB/World Bank/ILO/UNECA/UNDP “Global Facility of Job Creation in Fragile States”. Its objective was to establish a common framework for employment interventions in fragile and conflict-affected States.

200. Ms Selina Jackson (Special Representative to the United Nations, the World Trade Organization (WTO) and the World Bank, Geneva) indicated that the World Bank was receiving increasing demands for support in finding solutions to the youth employment crisis from its government clients, particularly in Africa, MENA and South Asia.

201. This was reflected in the Bank’s decision to focus their 2013 edition of the *World Development Report* on jobs. The *World Development Report* would reiterate the crucial importance of employment for a country’s economic and social development and the central role of jobs in fostering productivity, raising living standards and promoting social cohesion. It would also recognize that the challenges were too complex for there to be any straightforward solution. No single institution could tackle them alone, which was why partnerships were so important.

202. The World Bank’s major partnership on the issue was the “Global Partnership for Youth Employment”. This partnership focused on three main activities: (i) providing applied research and learning to better understand school-to-work transition and increase the employability of youth; (ii) promoting policy dialogue; and (iii) supporting technical assistance for local governments and capacity building for stakeholders from the public sector and civil society, to enhance their engagement. Other relevant partnership initiatives included the Youth Employment Inventory and the Jobs Knowledge Platform.

203. Looking forward, while the World Bank's mandate was to work with central governments, it recognized that it was necessary to work with a range of wider stakeholders to properly address youth employment needs. The World Bank was therefore committed to continuing its collaboration with the ILO and others. As for the Global Partnership for Youth Employment, consultations had begun on how to expand the initiative to advance the youth employment agenda on a regional and global level.

204. The Bank was currently assessing certain questions to see where to take the partnership next: (i) what were the most binding constraints to developing quality youth employment programmes; (ii) which of the current gaps were unlikely to be addressed through existing organizations and should therefore be the focus of the partnership; and (iii) which global/regional/local organizations should be involved based on their comparative advantage? Finally, it was important for future initiatives to be strongly grounded in local and regional institutions.

205. Mr Gerardo R. de la Torre González (representative of the G20 Presidency, Mexico) indicated that, when they met in Cannes in 2011, the G20 leaders had established a Task Force on Employment, with the assignment for 2012 to identify good practices that could help in discussing possible solutions to the youth employment crisis. Since then many discussions had taken place with the involvement of the ILO and the OECD, and with inputs by workers and employers.

206. The conclusions of the Meeting of Ministers of Employment of the G20, celebrated in Guadalajara, Mexico, on 17–18 May 2012, focused on three key areas: (i) employment creation and decent jobs; (ii) the promotion of youth employment; and (iii) the role of inclusive green growth in prompting quality employment in a context of sustainable development.

207. On employment creation and decent jobs, the G20 ministers of labour had committed to:

(i) promote coherence in national and international social, economic, financial and

environmental policies; and (ii) support policies that would improve employability, match skills with labour demand, improve PES, incorporate a gender perspective, and combat all types of discrimination. The ministers acknowledged the collaboration that the ILO and the IMF had established with other international organizations to support the sustainability of the social protection floors, and were looking forward to the 2012 ILC Recommendation in this regard. Structural reforms should prioritize employment, particularly for youth and other disadvantaged groups, and promote productivity and income. Basic workers' rights should not be affected by such reforms, which should comply with the ILO Declaration on Fundamental Principles and Rights at Work, the ILO Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact. Social dialogue was relevant to achieve solutions and build social cohesion and the rule of law.

208. On the promotion of youth employment, the G20 ministers of labour had highlighted the importance of: (i) strengthening quality apprenticeships and internship systems that ensured learning and proper remuneration; (ii) supporting programmes that had proven effective in improving school-to-work transition, as well as internships and on-the-job training; (iii) facilitating dialogue with social partners and enhancing the exchange of experiences for the design of apprenticeships; (iv) sustaining entrepreneurship through technical, financial and mentorship assistance; (v) exploring the possibility to implement voluntary technical cooperation programmes led by G20 countries in collaboration with other countries; and (vi) encouraging joint work between the ILO, the OECD and other international organizations, and the national institutions of G20 countries to analyse qualitative and quantitative information for policy-making.

209. On inclusive green growth, the G20 ministers of labour had concluded that: (i) a transition towards greener economies could provide opportunities to reduce inequalities and generate decent work; (ii) a transition to new technologies would create new occupations and demand new skills, which in turn required better labour market information, consistent training and retraining systems; (iii) ALMPs should respond to changes and offer access to

effective employment services (i.e. job-search assistance, matching, and information on vacancies); and (iv) national governments should promote green technologies in the private sector, especially among SMEs.

210. The way forward implied promoting economic growth based on quality employment, with jobs in the formal sector, social security, decent earnings, and full labour rights protection, and promoting policies that would facilitate school-to-work transition for youth and other vulnerable groups, with the full involvement of youth.

211. In his concluding remarks, the Employer spokesperson highlighted the importance of the panel discussion. The UN organizations and the multilateral organizations created in Bretton Woods had the purpose of addressing the challenges deriving from the Second World War and contribute to a fairer society. In their conception, these organizations were established according to “Cartesian” principles, which in the earlier centuries had been essential to advance scientific, technological and productive progress in a large part of the world, and which were based on the importance of specialization. In the second half of the twentieth century, another paradigm emerged towards a more holistic approach. The ILO played a pioneering and pivotal role in promoting an integrated system across the different areas of action.

212. Employers recognized the value of specialization, inasmuch as it ensured that each organization would develop the competencies that would ensure effective cooperation among interdisciplinary teams. The ILO needed to focus on its mandate and position itself as a centre of excellence for all work-related issues. The panel had been an illustration of the willingness of international, multilateral, and regional development organizations to collaborate with the Office and its tripartite constituents in the promotion of decent work.

213. The Employer spokesperson identified the unique link between decent work and sustainable enterprises as the common denominator in the presentations made by the panellists. He called for action to address the youth employment challenge, not only on the

ground of social justice, but as a condition to social peace and the continuity of human progress.

214. In his concluding remarks, the Worker spokesperson thanked the international and regional partners for their interventions and highlighted a number of points: (i) the challenge was not just youth unemployment, but also precarious employment, as observed by the OECD; (ii) early learning and the special problems faced by young women were an important concern, as UNESCO indicated; (iii) the problem was often the quantity of jobs and the corresponding need for investments, as explained by the AfDB; (iv) rights at work and the vulnerability of migrant workers had to be emphasized, as stated by the MDG-F; (v) the most disadvantaged youth had to be addressed with specific measures, investing in apprenticeships and training systems and expanding social security systems to serve young people, as outlined by the EU; and (vi) employment should be placed at the top of development agendas, as indicated by the World Bank, and was a key concern for the G20 agenda which required specific commitments, as highlighted by the Government of Mexico.

215. Joint efforts were needed to: improve skills and training; promote labour market policies; foster reciprocal obligations; implement national action plans and ensure integration across agencies. While supply-side interventions were necessary, they were not sufficient. More action was needed to enhance labour demand. Employment protection legislation and minimum wages were also part of the delivery of decent jobs and coherent macroeconomic policies played a significant role in ensuring the availability of jobs. More evidence was needed on what worked and what did not work. As UNESCO indicated, targets were needed: they were available for inflation, but they were also needed for jobs. Macroeconomic policies and policy coherence were of key importance. In this regard, the Workers requested a joint UN meeting of all relevant agencies plus the OECD, the EC, and the G20, to develop a shared approach on how to put employment at the centre of macroeconomic policies.

216. The Government member of Indonesia stated that her country had taken action to address the youth employment crisis with the assistance of the ILO. In addition, Indonesia supported the priority given to the issue particularly within the Indonesian Youth Employment Network (IYEN). With the technical support of the ILO, this network had initiated a programme of action in 2003 through a technical cooperation project which addressed the challenges of youth employment in Indonesia. Activities had included: a survey on school-to-work transitions of young people; a mapping of best practices; and a series of consultations with stakeholders including young women and men. All of these had provided valuable information in the preparation and development of the Indonesian Youth Employment Action Plan (IYEAP).

217. In addition to the IYEN and IYEAP, a programme implemented in partnership with the ILO, UNDP and the World Bank had resulted in the creation of jobs in the rural areas of Aceh and Nias.

218. The ILO and donors should continue to assist member States by providing them with more technical and financial support with the aim of further promoting youth employment at all levels. The priority of the ILO for the next few years should be to assist countries to build their capacity in tackling the youth employment crisis.

Discussion of the draft conclusions

219. The Chairperson thanked the Drafting Group for its efforts during the three days of discussion. The Committee had 183 amendments to consider. He started by adopting the first paragraph, which contained no amendments.¹⁷

¹⁷ Paragraphs for which there is no reference in the discussion of the draft conclusions were adopted without amendment.

Paragraph 2

220. The Worker Vice-Chairperson introduced an amendment to insert, before the last sentence:

“The incidence of part time and temporary work has increased significantly”, in order to include all the facts mentioned in the report. The Employer spokesperson, Mr Alf Åge Lønne from Norway, did not support the amendment: it did not make the paragraph clearer, and temporary work was not necessarily negative. The Government member of Denmark, speaking on behalf of the governments of a number of Member States of the EU,¹⁸ and the Government member of the United States did not support the amendment, because the Drafting Group had already decided to delete this text.

221. The amendment was rejected.

222. The Government member of the Bolivarian Republic of Venezuela introduced an amendment on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, to insert a new paragraph after paragraph 2: “The youth employment crisis, considerably aggravated by the global economic and financial crisis, now requires workers, employers and governments to work hard to promote, create and maintain decent and productive jobs.” The Worker Vice-Chairperson supported the amendment. The Employer spokesperson proposed a subamendment, to replace the word “hard” with the words “even harder”. The Workers’ group supported the subamendment. The Government members of Barbados, Trinidad and Tobago and Turkey agreed with the subamendment.

223. The amendment, as subamended, was adopted.

¹⁸ Hereinafter speaking on behalf of the following 21 governments Member States of the EU: Austria, Belgium, Cyprus, Czech Republic, Denmark, Estonia, Finland, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, United Kingdom.

Paragraph 3

224. The Chairperson stated that the amendment submitted by the Government member of Kenya, speaking on behalf of a number of Government members of the Africa group,¹⁹ referred to a language problem that applied to the French draft of the conclusions only and the Office would have dealt with it.

Paragraph 4

225. The Chairperson stated that the amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela referred to a language problem that applied to the Spanish draft of the conclusions only and the Office would have dealt with it.

226. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, introduced an amendment to delete the word “too” in the fifth line. The Employer spokesperson supported the amendment. The Worker Vice-Chairperson stated that his group preferred to maintain the original text. The Government member of the United States supported the amendment.

227. The amendment was adopted.

228. The Government member of Trinidad and Tobago, also speaking on behalf of the Government member of Barbados, introduced an amendment to replace the last sentence with: “Political commitment and innovative approaches are critical to improve the situation”, explaining that the word “bold” was not sufficiently clear. The Worker Vice-Chairperson supported the amendment. The Employer spokesperson did not endorse the amendment, preferring the original text. The Government member of Denmark,

¹⁹ Hereinafter speaking on behalf of the following 33 Government members of the Africa group: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Comoros, Congo, Côte d’Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Ghana, Guinea, Kenya, Lesotho, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, South Africa, South Sudan, Sudan, Swaziland, United Republic of Tanzania, Togo, Tunisia, Zambia, Zimbabwe.

speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the amendment. The Employer spokesperson withdrew the objection and supported the proposed amendment.

229. The amendment was adopted.

Paragraph 5

230. The Government member of Trinidad and Tobago, also speaking on behalf of the Government member of Barbados, introduced an amendment to replace the words “from one country and region to another” with “within and among countries and regions”. The Employers’ and Workers’ groups supported the amendment.

231. The amendment was adopted.

Paragraph 6

232. The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, to add the word “including” before “the G20” in the first sentence. The Employers’ and Workers’ groups supported the amendment.

233. The amendment was adopted.

234. The Government member of Kenya, speaking on behalf of Government members of the Africa group, proposed an amendment to insert the word “national,” before “regional and global”. The Employers’ and Workers’ groups supported the amendment.

235. The amendment was adopted.

236. The Chairperson noted that the amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela was of a linguistic nature and would be dealt with by the Office.

237. The amendment submitted by the Government member of Algeria to move paragraph 8 and insert it after “for the better”, in the fifth line of paragraph 6, lacked secondment and was rejected.

Paragraph 7

238. The Employer spokesperson introduced an amendment to re-order ILO instruments in chronological order and to reference the 2007 ILC Conclusions concerning the promotion of sustainable enterprises. The Worker Vice-Chairperson, the Government member of Trinidad and Tobago, also speaking on behalf of the Government member of Barbados, and the Government member of Turkey supported the amendment.

239. The Government member of the United States proposed a subamendment to move “the Global Employment Agenda (2003)” before “the conclusions concerning the promotion of sustainable enterprises (2007)”, in order to respect the chronological order. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the spokesperson for the Employers’ group supported the subamendment.

240. The Government member of Algeria supported the subamendment and proposed a sub-subamendment to add the “Global Jobs Pact (2009),” after “the ILO Declaration on Social Justice for a Fair Globalization (2008)”. The Employers’ and Workers’ groups and the Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the sub-subamendment.

241. The amendment was adopted as sub-subamended.

242. The Employer spokesperson introduced an amendment to replace the words “the body of” with the word “ratified”, explaining that governments would have to consider ratified Conventions. The Workers’ group did not support the amendment and highlighted that the whole body of international standards was to be taken into consideration. The Government member of Kenya, speaking on behalf of Government members of the Africa group, and the Government members of New Zealand and the United States did not support the amendment.

243. The spokesperson of the Employers’ group withdrew the amendment.

244. The Chairperson noted that the amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela was of a linguistic nature and would have been dealt with by the Office.

Paragraph 9

245. The Employer spokesperson introduced an amendment to delete the words “The coordinated action and implementation of policies contained in the Global Jobs Pact saved millions of jobs”, explaining that the conclusions had no role in assessing the impact of the Global Jobs Pact in saving jobs. The Worker Vice-Chairperson did not support the amendment, explaining that the Global Jobs Pact could be quoted as a good practice that indeed saved jobs, when its policies were applied. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, supported the amendment, stating that it was not the Pact itself that had saved millions of jobs. The Government members of Argentina, Brazil and the Bolivarian Republic of Venezuela did not support the amendment explaining that the policies included in the Global Jobs Pact contributed to saving jobs. The Government members of New Zealand and Switzerland supported the amendment.

246. The Worker Vice-Chairperson proposed a subamendment, to replace the word “saved” with the words “helped to save”. The Employer Vice-Chairperson did not support this subamendment. The Government members of: Denmark, speaking on behalf of the governments of Member States of the EU; Kenya, speaking on behalf of Government members of the Africa group; Trinidad and Tobago, also speaking on behalf of the Government member of Barbados; and Uruguay, supported the subamendment. In view of this, the Employers’ group supported the subamendment proposed by the Workers’ group.

247. The amendment was adopted as subamended.

Paragraphs 10 and 11

248. The Employer Vice-Chairperson introduced an amendment to delete the words “the decline in”, noting that the different perspectives that had been discussed on the quality of jobs should be reflected. The Worker Vice-Chairperson did not support the amendment, explaining that the report and official statistics provided evidence on the decline in the quality of jobs.

249. The Government members of Denmark, speaking on behalf of the governments of Member States of the EU, and Kenya, speaking on behalf of Government members of the Africa group, did not support the amendment.

250. The amendment was rejected.

251. The Government member of Turkey, also speaking on behalf of the Government member of Norway, introduced an amendment to move paragraph 11 to the end of paragraph 10, noting that they could be merged, since the Youth Employment Forum formed part of the 2012 ILC general discussion. The proposal was supported by the Employers’ and Workers’ groups.

252. The amendment was adopted.

253. The Government member of Trinidad and Tobago, also speaking on behalf of the Government member of Barbados, introduced an amendment to replace the words “that gathered 100 young leaders in Geneva from 23 to 25 May 2012” with “which brought together young leaders from all regions of the world in Geneva from 23 to 25 May 2012 to share experiences and views on the current youth employment situation and to discuss successful initiatives that create more and better jobs for youth”. She noted that this was to emphasize the importance of the Youth Employment Forum in getting the opinions and views of youth. The Employers’ and Workers’ groups did not support the amendment.

254. The amendment was rejected.

Paragraph 12

255. The Government member of Kenya, speaking on behalf of Government members of the Africa group, introduced an amendment to replace “These” by “The 2012”, noting that this was for the sake of clarity. The Worker Vice-Chairperson proposed a subamendment to replace “The 2012” by “These 2012 ILC conclusions”. The Employers’ group and the Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the subamendment.

256. The amendment was adopted as subamended.

Paragraph 13

257. The Government member of the Bolivarian Republic of Venezuela, speaking on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, introduced an amendment to replace the paragraph by: “The global youth employment crisis requires the adoption of a multi-pronged approach with measures to foster sustainable pro-employment growth and decent job creation through coherent macroeconomic policies that consider work the strategic linchpin, as well as employability, labour market policies, youth

entrepreneurship and rights to tackle the social consequences of the crisis, while ensuring financial and fiscal sustainability.” She indicated that this was to highlight the importance of coherent macroeconomic policies and decent work.

258. The Worker Vice-Chairperson supported the amendment. The spokesperson of the Employers’ group did not support it as they had their own proposed amendment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government members of New Zealand and the United States did not support the amendment.

259. The amendment was rejected.

260. The Employer spokesperson proposed an amendment to replace the last sentence of the paragraph with: “There is a need to take a multi-pronged approach with measures to foster pro-employment growth and decent job creation through: bullet 1 Employment and economic policies for youth employment, bullet 2 Employability – Education, training and skills, and the school-to-work transition, bullet 3 Labour market policies, bullet 4 Youth entrepreneurship and self employment, and bullet 5 Rights for young people, to tackle the social consequences of the crisis, while ensuring financial and fiscal sustainability.” He explained that this was to reflect the wording of the five thematic areas discussed.

261. The Worker Vice-Chairperson did not support the amendment, as it would eliminate the reference to macroeconomic policies. The Government members of: Argentina; Kenya, speaking on behalf of Government members of the Africa group; and Denmark, speaking on behalf of the governments of Member States of the EU, did not support the amendment as they wished to keep the reference to macroeconomic policies.

262. The amendment was rejected.

263. The Government member of Algeria, seconded by the Government member of Togo, proposed an amendment to add the words “improvement of” after “macroeconomic

policies,” in order to highlight the need to improve employability through education and training. The spokesperson of the Employers’ group did not support the proposed amendment. The Worker Vice-Chairperson said that, while his group supported the idea behind the proposal, they preferred to maintain the original wording.

264. The amendment was rejected.

Paragraph 14

265. The Government member of Argentina, speaking on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, introduced an amendment to reorganize the order of the points under the paragraph, to list the more general issues first, followed by the more specific issues.

266. The Worker Vice-Chairperson supported the proposed amendment. The Employer spokesperson expressed a preference to keep the original text. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of the United States, supported the amendment. The Employer spokesperson withdrew his objection and supported the amendment.

267. The amendment was adopted.

268. The Government member of India introduced an amendment to insert “access to” after the word “limit”, in the first line of the fourth bullet. The Employer and Worker Vice-Chairpersons seconded and supported the amendment.

269. The amendment was adopted.

270. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, introduced an amendment to insert “education and training,” after the

word “employment” in bullet point 5. The Worker Vice-Chairperson and the Employer spokesperson supported the amendment.

271. The amendment was adopted.

272. The Worker Vice-Chairperson introduced an amendment to delete the word “in this area” in bullet point 7. The Employer spokesperson supported the amendment.

273. The amendment was adopted.

274. The Government member of Canada, seconded by the Government member of Belgium, introduced an amendment to insert the words “and are gender-sensitive” after the words “young workers” in bullet point 7. The Employer and Worker Vice-Chairpersons supported the amendment.

275. The amendment was adopted.

276. The Government member of Uruguay introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, to add “and, in particular, contribute to the achievement of decent work” after the text “young workers” in bullet point 7. The Worker Vice-Chairperson supported the proposed amendment. The Employer spokesperson did not support the amendment, since reference to decent work as an overarching principle was made in paragraph 13. The Government member of Yemen stated that, since there was already an addition to make reference to gender differences, a second addition to reflect decent work may compromise the balance of the paragraph and therefore did not support the amendment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, agreed with the Employers’ group’s view and did not support the amendment.

277. The amendment was rejected.

278. The Government member of Uruguay introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to: (i) replace the word “Involving” by the words “Promoting the involvement of”; and (ii) add the words “or collective bargaining” at the end of the sentence in bullet point 8, in order to better express the scope of social dialogue. The Worker Vice-Chairperson, while supporting the proposal, introduced a subamendment to replace the word “or” by the word “and” when referring to collective bargaining.

279. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, supported the amendment. The Government member of New Zealand did not support the amendment as his Government could not support the participation of social partners in policy decision-making through collective bargaining. The Employer spokesperson seconded the Government member of New Zealand and indicated that the Employers supported replacing “Involving” by “Promoting the involvement of”, but did not support adding the words “or collective bargaining”.

280. The Worker Vice-Chairperson introduced a sub-subamendment to replace “policy decision-making” with “policy development”. The Employer spokesperson did not support the sub-subamendment. The Worker Vice-Chairperson withdrew the sub-subamendment and proposed to only replace “and” by “or” in the subamendment, thus having bullet point 8 read: “The Employer spokesperson did not support the proposal”.

281. The Government member of Australia, seconded by the Government members of Canada, Denmark, speaking on behalf of the governments of Member States of the EU, and Switzerland, indicated that they could only support the subamendment if the words “and collective bargaining” were not included, thus reading: “Promoting the involvement of social partners in policy development through social dialogue”.

282. The amendment was adopted as sub-subamended.

283. The Government member of Canada withdrew an amendment which had been seconded by the Government member of the United States to replace “decision-making” with “development” in bullet point 8, as this change had already been introduced with a subamendment of the Workers’ group.

284. The Employer spokesperson introduced an amendment for bullet point 9 to insert “employment services” after “institutions” in recognition of the important role of employment services in supporting youth employment. The Worker Vice-Chairperson opposed the amendment indicating that the spirit of the paragraph was about partnerships among institutions. The Government member of the United States also opposed the amendment.

285. The amendment was rejected.

286. The Government member of Barbados indicated that bullet point 11 was written more as an action rather than a guiding principle. He introduced an amendment, seconded by the Government member of Trinidad and Tobago, to replace the bullet point by the following text: “Effective monitoring, evaluation and reporting of policies and programmes to inform further action”. The amendment was supported by the Worker Vice-Chairperson, the Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the spokesperson of the Employers’ group.

287. The amendment was adopted.

288. As a result of the amendment being adopted, the next amendment fell.

289. The Government member of Kenya, speaking on behalf of Government members of the Africa group, introduced an amendment to bullet point 12, to insert at the beginning of the second sentence “They should be well understood”. She proposed to replace “They” by “Their diversities”. This captured better the heterogeneous characteristics of young people. The Worker Vice-Chairperson supported the amendment but the spokesperson of the

Employers' group and the Government members of Canada, Denmark, speaking on behalf of the governments of Member States of the EU, and New Zealand opposed the amendment.

290. The amendment was rejected.

291. The Government member of Kenya, speaking on behalf of Government members of the Africa group, introduced an amendment to bullet point 12 proposing to insert "at the level of all structures" after "their rights respected". The amendment was rejected by both the Worker Vice-Chairperson and the spokesperson of the Employers' group.

292. The amendment was rejected.

293. The spokesperson of the Employers' group introduced an amendment to add a new bullet point after bullet point 12, as follows: "Measures to improve youth employment should take into account the sustainability of enterprises." He argued that sustainable enterprises were not covered in any other bullet points and therefore this issue deserved its own bullet. The Worker Vice-Chairperson did not support the amendment as this had been covered in bullet point 6. The Government member of Yemen supported the amendment but the Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, did not support it.

294. The amendment was rejected.

Paragraph 15

295. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, introduced an amendment to insert "global economic and" after "from the" in the first line. This provided a better description of the actual situation and was also

the language being used by other ILC committees. The Worker Vice-Chairperson and the spokesperson of the Employers' group supported the amendment.

296. The amendment was adopted.

297. The Government member of Argentina presented an amendment on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to replace the last sentence by: "It is essential to pursue strong and sustainable economic development that stresses job creation and social inclusion." The spokesperson of the Employers' group did not support the amendment. The Worker Vice-Chairperson introduced a subamendment to add "In response to this situation" before the proposed sentence. The Government member of Algeria supported the amendment as subamended. The spokesperson of the Employers' group introduced a sub-subamendment which added "growth and" after "sustainable economic". The Worker Vice-Chairperson supported the Employers' group sub-subamendment.

298. The amendment, as sub-subamended, was adopted. As a consequence, two amendments fell.

Paragraph 16

299. The Government member of Mexico introduced an amendment on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to replace "holistic" by "integrated" and to replace "the employability of young people while ensuring that there are productive employment opportunities to" by "productive and decent employment to" in the second sentence. He argued there was a link between macroeconomic policy and the employability of youth and the amendment aimed to make this clear. The Worker Vice-Chairperson and the Government member of Panama supported this amendment. The

spokesperson of the Employers' group did not support the amendment and underscored that the Drafting Group had debated this point for a long time and a consensus had been found, which had been reflected in the original text. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, the Government member of Kenya, speaking on behalf of Government members of the Africa group, and the United States did not support the text. The Government member of Argentina introduced a subamendment to replace "employability" by "employment". The spokesperson of the Employers' group and the Worker Vice-Chairperson did not support the subamendment.

300. The amendment was rejected.

Paragraph 19

301. The Government member of Argentina introduced an amendment on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to replace the first sentence by: "Sustainable growth of the private sector based on an increase in productivity and consumption is essential to job creation". The Worker Vice-Chairperson proposed a subamendment to replace "an increase in productivity" with "a change towards sustainable production". He explained this formulation was closer to Rio +20 and to sustainable development. The Employer Vice-Chairperson and the Government members of Denmark, speaking on behalf of the governments of Member States of the EU, and New Zealand preferred to keep the original text.

302. The amendment was rejected.

303. The Employer Vice-Chairperson introduced an amendment to move the following text: "Labour-intensive public investment in large-scale infrastructure and public employment schemes can generate new decent employment opportunities while meeting social needs

and improving infrastructure.” to a new paragraph (20). The amendment was aimed at separating private sector growth from public sector investment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, supported the amendment and proposed a subamendment to include “and private” after “public” that was supported by the Employers’ group. The Worker Vice-Chairperson and the Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the amendment proposed by the Employers’ group but not the subamendment. The subamendment was rejected due to lack of consensus. The Government member of Turkey expressed support for the amendment.

304. The amendment was adopted.

Paragraph 20

305. The Workers Vice-Chairperson introduced an amendment to delete in the chapeau of the paragraph “as appropriate”. He underscored that, even though respect for the different national contexts was important, the governments’ commitment should be given serious consideration. The Government members of Australia, Canada, Denmark, speaking on behalf of the governments of Member States of the EU, Kenya, speaking on behalf of Government members of the Africa group, New Zealand, the United States and the Employers’ group rejected the amendment. Governments needed flexibility and some of these commitments were not appropriate for specific countries.

306. The amendment was withdrawn.

307. The Employer Vice-Chairperson proposed an amendment in the final line of paragraph 20(b). After “access to finance” he suggested adding “noting that macroeconomic policies will only be beneficial to the employment of young people if they are economically sustainable”. The Worker Vice-Chairperson and the Government members of Denmark, speaking on behalf of the governments of Member States of the EU,

and Kenya, speaking on behalf of Government members of the Africa group, rejected the amendment.

308. The amendment was withdrawn.

309. The spokesperson of the Employers' group proposed an amendment to insert "and international" after "in national" in the first line of paragraph 20(c). This would contribute to have a wider coverage and to actually strengthen the areas to work both nationally and internationally. The Workers' group and the Government member of Brazil supported the amendment.

310. The amendment was adopted.

311. The Government member of Tunisia, seconded by the Government member of Algeria, proposed to insert a new clause between (c) and (d) as follows: "Considering the necessity of adopting models of national development that respond to the objective of creating sufficient decent jobs for young people." Although the Worker Vice-Chairperson liked the proposal, he felt the issue was properly covered under (c) and did not support the amendment. The spokesperson for the Employers' group did not support the amendment. The Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the amendment as it laid the foundation for adopting models of national development that responded to the objectives of young people. The Government member of Argentina supported the spirit of the proposed amendment, but felt that it was already covered in (c). She proposed a subamendment in the original text in (c) to replace "frameworks" with "models". The proposed subamendment, however, could not be considered since 20(c) had already been adopted.

312. The amendment was rejected.

313. The Government member of Tunisia, seconded by the Government member of Algeria, proposed an amendment to insert the following new clause after (c): "Undertake a regular

annual examination of progress in implementing the plan of action and/or the agreed recommendations. Each State will draft an annual report on the implementation of recommendations. That should enable constant exchange of national experiences.” The spokesperson of the Employers’ group did not support the amendment, explaining that a good sentence on monitoring already existed. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of the Bolivarian Republic of Venezuela did not support the amendment.

314. The amendment was rejected.

315. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, presented an amendment in the second line of paragraph 20(d) to insert “and promote long-term financial stability” after “context”. The spokesperson of the Employers’ group supported the amendment. The Worker Vice-Chairperson reminded that the Drafting Group had finally agreed to use “financial sustainability” instead of “financial stability”. He therefore proposed a subamendment to revise the text to read “and promote long-term financial sustainability”. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, thanked the Workers’ group for the reminder. The spokesperson for the Employers’ group supported the subamendment.

316. The amendment, as subamended, was adopted.

317. The spokesperson of the Employers’ group introduced an amendment to delete “employment guarantee schemes” as his group was concerned with the meaning of this term. The Worker Vice-Chairperson did not support the amendment, highlighting that this was a relatively new model placing mutual obligations on the workers and the governments and was really welcomed in developing countries. He reminded Committee members that the introductory clause “as appropriate” gave governments flexibility in its implementation. The Government members of Australia, Kenya, speaking on behalf of

Government members of the Africa group, and the United States did not support the amendment and preferred the original text.

318. The amendment was rejected.

319. The Office provided a clarification on the English translation of the proposed amendment in paragraph 20(f) to read: “In the second line, replace ‘the greening of the economy’ by ‘an environmentally sustainable economy’”. The Government member of Argentina, speaking on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, noted that the amendment related to the Spanish version of the conclusions, which used some unusual phrasing. The spokesperson of the Employers’ group proposed a subamendment, to add “contribute to” at the beginning of the proposed amendment.

320. The amendment, as subamended, was supported by the Workers’ group and was adopted.

321. The Government member of Mexico, on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, introduced an amendment to delete the last words “formal economic activity” from paragraph 20(g). The amendment was supported by the Employers’ and Workers’ groups and the Government member of the United States.

322. The amendment was adopted.

323. The spokesperson of the Employers’ group introduced an amendment in the first line of paragraph 20(g) to replace “to facilitate” with “for doing business, creating jobs and facilitating”. The current text was too narrowly drafted and an enabling environment for businesses could play a far wider role in creating jobs for young people. The Worker Vice-Chairperson and the Government member of Denmark, speaking on behalf of the governments of Member States of the EU, opposed the amendment.

324. The amendment was rejected.

325. The Government member of Barbados, seconded by Trinidad and Tobago, introduced an amendment to add at the end of the last sentence in paragraph 20(h) “and providing, where possible, opportunities for young people to continue to the social dialogue process” and emphasized the important contributions of youth. The Worker Vice-Chairperson expressed some support to this amendment but the spokesperson of the Employers’ group opposed the amendment by stating that the amendment was not well placed. The Government members of Denmark, speaking on behalf of the governments of Member States of the EU, and New Zealand also opposed the amendment.

326. The amendment was rejected.

327. The Chairperson stated that the amendment proposed by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela was a linguistic point that could be incorporated by the Office. There being no objection, the amendment was adopted.

Paragraph 21

328. The Workers’ group withdrew the amendment to delete “as appropriate” from the chapeau.

Paragraph 22

329. The spokesperson of the Employers’ group introduced an amendment to insert “training” after “education” in the seventh line, by stating that it was to keep consistency with the second sentence in the paragraph. The amendment was supported by the Workers’ group.

330. The amendment was adopted.

331. The Government member of Uruguay, on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay,

and the Bolivarian Republic of Venezuela, introduced an amendment to replace the last sentence in the paragraph by “Mismatches of qualifications and skills and lack of opportunities remain significant obstacles to the employability of youth”. The amendment was supported by the Workers’ group. He emphasized that the issue at stake was not only about mismatches but also the lack of opportunities. The Government member of Algeria proposed a subamendment, to insert “adapted to the needs of the labour market” after “skills”. The Government member of Tunisia proposed a sub-subamendment to add “employment” before “opportunities”. The spokesperson of the Employers’ group opposed the amendment and subamendments. While the lack of opportunities was an important issue, this paragraph was intended to highlight the importance of skills mismatches. He stated that there was a need to have a concise paragraph which dealt with one such major problem facing youth. The Worker Vice-Chairperson and the Government members of Kenya, speaking on behalf of Government members of the Africa group, and Turkey, supported the sub-subamendment.

332. The amendment was adopted as sub-subamended.

Paragraph 23

333. The spokesperson for the Employers’ group introduced an amendment to insert in the third line of bullet point 1, after “scaling-up”, the word “some”. The Worker Vice-Chairperson did not support the proposed amendment. The Government member of Algeria supported the Workers’ view. The Government members of Kenya, speaking on behalf of Government members of the Africa group, and Trinidad and Tobago also advocated retaining the original text. The spokesperson of the Employers’ group withdrew the amendment.

334. The Chairperson stated that the amendment proposed by the Employers’ group to replace “youth” with “young people” was a linguistic point that would be incorporated by the Office. The amendment was adopted.

335. The Government member of Barbados, seconded by the Government member of Trinidad and Tobago, introduced an amendment in the second sentence of bullet point 2 to replace “anticipation, including forecasting of skills needs, is important” by “analysis and forecasting of labour market needs are required”. Both the Worker Vice-Chairperson and the spokesperson of the Employers’ group supported the proposed amendment.

336. The amendment was adopted.

337. The Government member of Argentina, seconded by the Government members of the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, introduced an amendment to replace the last bullet point by two bullet points reading: “The slow and insecure transition from school to work generates difficulties for integration in the labour market as a result of lack of experience. In this context, internships, apprenticeships and other work experience schemes have increased as ways to obtain decent work. However, such mechanisms run the risk of being used as a way of obtaining cheap labour.” and “The model of dual apprenticeship has delivered good results but its effectiveness depends on the specific characteristics of each country and labour market. Some innovative experiences for bridging the gap between informal and formal apprenticeships bring lessons and good practice examples to countries with similar contexts.”

338. The spokesperson of the Employers’ group proposed a subamendment whereby the last sentence of the first of the two points in the proposed amendment would read: “However, such mechanisms run the risk of being used as a way of replacing existing workers”. The Worker Vice-Chairperson proposed a sub-subamendment whereby the last sentence of the first of the new points would read: “However, such mechanisms run the risk of being used as a way of obtaining cheap labour or replacing existing workers”. The spokesperson of the Employers’ group could not accept the words “cheap labour”. The Government member of the Bolivarian Republic of Venezuela proposed a further sub-subamendment replacing the

words “cheap labour” by “precarious labour”. The Government member of Trinidad and Tobago did not support the sub-subamendment, being of the opinion that the word “precarious” could not be used to define “labour” and proposed a further subamendment to insert “recourse to” in the penultimate sentence of the first new point, before “internships, apprenticeships”. The spokesperson of the Employers’ group rejected the insertion of “recourse to” and proposed a further subamendment to insert the word “can” and the words “in some cases” in the last sentence of the first new point so that it read: “However, such mechanisms can run the risk in some cases of being used as a way of obtaining cheap labour or replacing existing workers”. The Worker Vice-Chairperson supported the sub-subamendment proposed by the Employers and withdrew support for the insertion of “recourse to”.

339. The amendment, as sub-subamended, was adopted. As a consequence, two amendments fell.

Paragraph 24

340. The Government member of Chile, speaking on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, introduced an amendment to replace the words “collective bargaining” by “social dialogue or collective bargaining”. The spokesperson of the Employers’ group supported the amendment. The Worker Vice-Chairperson introduced a subamendment so that the text would read “and” instead of “or”. The Government member of Algeria requested to keep the text as proposed by the Drafting Group. The spokesperson of the Employers’ group supported the subamendment proposed by the Workers’ group.

341. The amendment, as subamended, was adopted.

Paragraph 25

342. The Worker Vice-Chairperson, introducing an amendment, wished to replace the chapeau with: “Governments should ensure that quality basic education is freely available, and that the fight to eliminate child labour is continued, and should give serious consideration, as appropriate, to:”. The Government member of the United States rejected the amendment indicating his Government was already highly committed to combating the worst forms of child labour and noted the Committee’s discussion had not been about child labour. As regards the issue of basic education, he indicated this was already under paragraph 25(a) and underscored the importance of keeping flexibility for governments to act. The Government members of Canada, Denmark, speaking on behalf of the governments of Member States of the EU, and Kenya, speaking on behalf of Government members of the Africa group, as well as the spokesperson of the Employers’ group seconded these arguments and opposed the amendment. The Worker Vice-Chairperson indicated that by rejecting this amendment the obligation of governments to provide basic education would be questioned and introduced a subamendment to delete the reference to child labour. The subamendment was rejected by the spokesperson of the Employers’ group and also by the Government member of Canada.

343. The amendment was rejected.

344. The Government member of Kenya, speaking on behalf of Government members of the Africa group, withdrew the amendment on paragraph 25(a).

345. The Government member of Kenya, speaking on behalf of Government members of the Africa group, introduced an amendment to insert “and standardization of qualifications” after “skills mismatch”. The spokesperson of the Employers’ group and the Worker Vice-Chairperson supported the amendment.

346. The amendment was adopted.

347. The Government member of Brazil introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to insert “and other vulnerable groups of young people” after “young women” in paragraph 25(d). The Worker Vice-Chairperson and the spokesperson of the Employers’ group supported the amendment.

348. The amendment was adopted.

349. The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to replace the words “master craftspersons” by “trainers” in paragraph 25(d)(ii). The spokesperson of the Employers’ group introduced a subamendment to add “and trainers” after the words “master craftspersons”. The Worker Vice-Chairperson supported the subamendment and the amendment as subamended was adopted.

350. The Worker Vice-Chairperson introduced an amendment to add “, internship” after “apprenticeship” in paragraph 25(e). The spokesperson of the Employers’ group did not support the amendment. The Government members of Argentina, Japan, Kenya, speaking on behalf of Government members of the Africa group, Norway on behalf of the EU, and Uruguay supported the amendment.

351. The amendment was adopted.

352. The Worker Vice-Chairperson introduced an amendment to add “with cheap labour” at the end of paragraph 25(e). The spokesperson of the Employers’ group did not support the amendment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of India agreed with the Employers’ group and did not support the amendment.

353. The amendment was rejected.

354. The Government member of Brazil introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to insert two new clauses “Institute or encourage minimum quotas of young apprentices in companies.” and “Promote the development of training programmes and competency-based training that correspond to the requirements of national development strategies.” after clause (l). The Government member of the Bolivarian Republic of Venezuela added that, in relation to the second part of the amendment, it was important to reflect local realities. The spokesperson of the Employers’ group rejected the first clause but supported the second one with a subamendment to insert the words “and labour markets” at the end of the sentence. The Worker Vice-Chairperson supported the Employers’ group’s views and subamendment.

355. The amendment was adopted as subamended.

356. The spokesperson of the Employers’ group introduced an amendment to replace the words “who left school too early or never attended school” with “who leave school too early or never attended school” in paragraph 25(h). This amendment addressed a minor problem with the tense used and the Worker Vice-Chairperson supported the amendment.

357. The amendment was adopted.

358. The spokesperson of the Employers’ group introduced an amendment to replace “constraints” with “needs” in the first line of paragraph 25(i) in order to have a more positive wording.

359. The Worker Vice-Chairperson supported the amendment and the amendment was adopted.

360. The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile,

Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to replace the whole of paragraph 25(k) by: “Including training on labour rights and job-search techniques in school curricula in order to strengthen career guidance and improve young people’s access to information on work opportunities and the effective exercise of their rights in the future.” The amendment was supported by the Worker Vice-Chairperson but the spokesperson of the Employers’ group could not support it as these issues were already covered in paragraph 48(j). The Government members of New Zealand and the United States supported the position of the Employers’ group and did not support the amendment. Despite the fact that the Government member of Argentina reiterated that there were substantive differences between the amendment as proposed and what was expressed in paragraph 48, bullet (j), and urged delegates to reconsider, the Government members of Australia and Denmark, speaking on behalf of the governments of Member States of the EU, did not support the amendment.

361. The amendment was rejected.

362. The Employer Vice-Chairperson introduced an amendment in paragraph 25(k) to replace the words “in order to strengthen” with “, strengthening” and replace the word “improve” with “improving” in the first line.

363. The Workers’ group supported the amendment which was adopted.

364. The Employer Vice-Chairperson introduced an amendment to replace the word “youth” with “young people” in paragraph 25(l). This was of linguistic nature and the amendment was adopted.

365. The Government member of Mexico introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to replace the words “to

further inform and refine policy approaches” by “improve policy instruments” in paragraph 25(m). This was of linguistic nature and the amendment was adopted.

Paragraph 26

366. The Employer Vice-Chairperson introduced an amendment, in the first line, after the word “should” to insert the following “give serious consideration, as appropriate, to”. The Worker Vice-Chairperson and the Government member of Brazil rejected the amendment. The Government members of Australia, Denmark, speaking on behalf of the governments of Member States of the EU, and the United States supported the amendment.

367. The amendment was adopted.

368. The Government member of Chile, seconded by the Government member of the United States, proposed an amendment to delete clause (b). The Worker Vice-Chairperson rejected the amendment and the Employer Vice-Chairperson supported it. The Government members of Argentina, Australia and Denmark, speaking on behalf of the governments of Member States of the EU, supported the Workers’ group views and did not support the amendment. The Employer Vice-Chairperson proposed a subamendment to insert at the end of the sentence “taking into account national labour law and training systems”. However, an amendment related to a deletion could not be subamended.

369. The amendment was rejected.

370. The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, to replace “collective bargaining” by “social dialogue or collective bargaining” in paragraph 26(b). The Worker Vice-Chairperson introduced a subamendment and suggested to replace “or” with “and”. The Employer Vice-Chairperson did not support the subamendment of the Workers’ group and introduced a sub-subamendment to replace paragraph 26(b) with: “Engaging in social

dialogue and collective bargaining on terms and conditions of work of interns and apprentices taking into account national labour laws and training systems.” The Government members of Chile and Turkey supported the new subamendment by the Employers’ group and the Government member of Australia supported the amendment as subamended by the Workers’ group. The Government members of Denmark, speaking on behalf of the governments of Member States of the EU, and Kenya, speaking on behalf of Government members of the Africa group, did not support the sub-subamendment of the Employers’ group.

371. The amendment was rejected.

372. The Government member of Chile introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to delete the word “labour” in paragraph 26(d). The Government member of Mali supported the amendment but the spokesperson for the Employers’ and Workers’ groups asked to keep the original text.

373. The amendment was rejected.

374. The Government member of Turkey, seconded by the Government member of Norway, proposed an amendment to insert the words “young workers,” after the words “labour rights of” in paragraph 26(d) to make the text more comprehensive. She highlighted that, although interns and apprentices are important groups, the text should not exclude young workers. The spokesperson for the Employers’ group and the Worker Vice-Chairperson supported the amendment.

375. The amendment was adopted.

Paragraph 29

376. The Government member of Kenya, speaking on behalf of Government members of the Africa group, proposed an amendment in the first sentence to replace “can also be important responses for youth employment” by “should promote employment in general and especially youth employment”. The spokesperson of the Employers’ group did not support the amendment, preferring the original text. The Government member of Australia and the Government member of Denmark, speaking on behalf of the governments of Member States of the EU, also preferred the original text. The Worker Vice-Chairperson and the Government member of Turkey supported the amendment. The Government member of Denmark proposed a new subamendment to add “as appropriate,” after the word “should”. The Government member of Australia opposed the subamendment as she did not agree with the word “should”. The Worker Vice-Chairperson proposed a sub-subamendment to take out “should, where appropriate”, so that the text would read “Public Investment and Employment Programmes promote employment in general and especially youth employment, particularly in countries (...)”. The Employers’ group opposed the Workers’ group’s sub-subamendment and endorsed the EU Member States’ subamendment. The Government members of Canada and Turkey also supported the amendment as subamended by the Member States of the EU. The Workers’ group withdrew their sub-subamendment.

377. The amendment as subamended by the Member States of the EU was adopted.

378. The Government member of Argentina, speaking on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, introduced the amendment to replace “mitigating some of the effects of climate change” by “a sustainable environment” in the last sentence by noting that the concept of sustainable environment was more closely related to the discussions in the Committee and that the mandate on climate change fell elsewhere. The Employers’ group opposed the amendment. The Workers’ group and the

Government members of Colombia, Kenya, speaking on behalf of Government members of the Africa group, and Panama supported it.

379. The amendment was adopted.

Paragraph 30

380. The Government member of Kenya, speaking on behalf of Government members of the Africa group, introduced the amendment to insert “, both rural and urban,” after “jobless youth” in the third sentence in order to give greater focus and emphasis on rural youth. The proposed amendment was supported by the Workers’ and the Employers’ groups and by the Government member of Argentina.

381. The amendment was adopted.

382. The amendment proposed by the Government member of India to insert “, in training” after “in education” in the fourth line of paragraph 30 fell due to the absence of the Government member.

Paragraph 31

383. The amendment proposed by the Government member of India to replace “can be” with “is” in the first line of paragraph 31 fell due to the absence of the Government member.

384. The Worker Vice-Chairperson presented the amendment to delete “conditionality” in the fifth line of paragraph 31 and noted that the term “conditionality” should not be overused. The Employers’ group opposed the amendment by noting that conditionality was an important concept and the term should remain. The Government members of Australia, Denmark, speaking on behalf of the governments of Member States of the EU, and Tunisia opposed the proposed amendment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, noted that Member States had a long experience with such schemes.

385. The amendment was rejected.

Paragraph 32

386. The Workers' group withdrew the amendment to delete the words “, as appropriate,” in the chapeau of paragraph 32.

387. The Worker Vice-Chairperson stated that the proposed amendment to insert “especially” before “to young” in paragraph 32(b) was intended to improve the text by emphasizing the focus on young workers. The spokesperson of the Employers' group opposed the amendment by noting that the whole conclusions were about young people, and the text was clear as it stood. The Government members of Kenya, speaking on behalf of Government members of the Africa group, and the United States also opposed the amendment.

388. The amendment was rejected.

389. The Worker Vice-Chairperson introduced the amendment to insert “while ensuring that such measures do not compel young workers to take unacceptable work arrangements” after “ALMPs” in paragraph 32(e). The spokesperson of the Employers' group did not support the amendment. The Government members of Australia, Chile, Denmark, speaking on behalf of the governments of Member States of the EU, Mexico, Norway and Switzerland were in favour of maintaining the original text, while the Government members of Argentina, Brazil, Panama and Uruguay supported the amendment. The Worker Vice-Chairperson proposed a subamendment, adding at the end of the amendment “that do not respect the fundamental principles and rights at work”. The spokesperson of the Employers' group and the Government member of Denmark, speaking on behalf of the governments of Member States of the EU, did not support the subamendment. The subamendment had no support so discussion returned to the original amendment. The

Government member of the United States added his voice to that of the countries not supporting the amendment.

390. The amendment was rejected.

391. The spokesperson of the Employers' group introduced an amendment to insert a new clause "Facilitating cooperation between public and private employment services" after subparagraph 32(f). The Worker Vice-Chairperson said the addition was unnecessary: "efficient employment services" was enough. The Government members of Argentina and Chile opposed the proposed amendment, believing it added an unnecessary detail.

392. The amendment was rejected.

393. The Government member of Chile, seconded by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, introduced an amendment to replace the word "Consolidating" by the word "Coordinating" in paragraph 32(h). The spokesperson of the Employers' group supported the amendment. The Worker Vice-Chairperson introduced a subamendment to keep the original word and add the new one, so that the clause would read "Consolidating and coordinating". The spokesperson of the Employers' group supported the subamendment.

394. The amendment was adopted as subamended.

395. The Government member of Mexico, seconded by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Uruguay and the Bolivarian Republic of Venezuela, introduced an amendment to replace "to further inform and refine policy approaches" by "improve policy instruments" in line with what it had already proposed in two other instances. The Worker Vice-Chairperson and the spokesperson of the Employers' group supported the amendment.

396. The amendment was adopted.

397. The Government member of Kenya, speaking on behalf of Government members of the Africa group, proposed an amendment to insert a new clause (m): “Focusing on rural youth as priority group through targeted development policies and programmes” in order to emphasize rural youth. The spokesperson of the Employers’ group supported the amendment, as did the Worker Vice-Chairperson, but the latter also proposed a subamendment: to place the new clause before (l) so that the last clause would concern monitoring and evaluation as it did in all other paragraphs.

398. The amendment was adopted as subamended.

Paragraphs 33 and 34

399. The Employer spokesperson introduced an amendment to insert “give serious consideration, as appropriate to,” after “should” in the first line. The Worker Vice-Chairperson and the Government member of Brazil did not support the amendment. The Government members of Australia, Denmark, speaking on behalf of the governments of Member States of the EU, Kenya, speaking on behalf of Government members of the Africa group, and Switzerland supported the amendment.

400. The amendment was adopted.

401. The Employer spokesperson introduced an amendment to move paragraph 34 into paragraph 33 by inserting a new subparagraph (e) reading: “Explore avenues for creative and innovative opportunities to assist young people in their job search and access to education opportunities”. The Worker Vice-Chairperson supported the amendment. The Government member of Algeria introduced a subamendment to add “and training” after “education”. He was seconded by the Government members of Kenya, speaking on behalf of Government members of the Africa group, and Turkey, as well as the Worker Vice-Chairperson and the Employer spokesperson.

402. The amendment was adopted as subamended.

Paragraph 35

403. The Worker Vice-Chairperson introduced an amendment to replace the word “is” by “can be”, since youth entrepreneurship was not the only option. The Employer spokesperson supported the amendment.

404. The amendment was adopted.

405. The Worker Vice-Chairperson introduced an amendment to replace the words “should be a key” by the words “is a”. The Employer spokesperson, seconded by the Government member of Kenya, speaking on behalf of Government members of the Africa group, did not support the amendment. The Government members of Australia, Chile, Japan and Switzerland supported the amendment.

406. The Worker Vice-Chairperson proposed a subamendment to delete the word “key”. The Government members of Australia, Kenya, speaking on behalf of Government members of the Africa group, Tunisia and the United States, supported the subamendment.

407. The Employer spokesperson introduced a sub-subamendment to replace the words “should be a key” by the words “is a key”. This proposal was rejected by the Worker Vice-Chairperson, who was seconded by the Government members of Australia, Denmark, speaking on behalf of the governments of Member States of the EU, and Tunisia.

408. The amendment was adopted as subamended.

409. The Government member of Argentina, introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, to insert in the first line, between the words “sustainable” and “enterprise”, the words “and socially responsible”. The Worker Vice-Chairperson supported the amendment. The Employer

spokesperson did not support it as the concept of sustainable enterprise included social responsibility. He was seconded by the Government member of Denmark, speaking on behalf of the governments of Member States of the EU.

410. The Worker Vice-Chairperson proposed a subamendment to add “which is socially responsible” after “sustainable enterprise”. The Employer spokesperson rejected the subamendment and was seconded by the Government member of Kenya, speaking on behalf of Government members of the Africa group.

411. The amendment was rejected.

412. The Worker Vice-Chairperson introduced an amendment to insert “Promotion of entrepreneurship encompasses a range of activities in the for-profit and not-for-profit sectors, including private business development, self-employment, social enterprises, and cooperatives.” after “crisis”, in order to have greater clarity. The Employer spokesperson did not support the amendment. The Government members of Argentina, Brazil and Kenya, speaking on behalf of Government members of the Africa group, supported the amendment.

413. The amendment was adopted.

Paragraph 37

414. The Employer spokesperson introduced an amendment to replace the words “also important” with the word “crucial” in the first line. The Worker Vice-Chairperson and the Government member of Chile did not support the amendment.

415. The Government member of Turkey, seconded by the Government member of Mali, proposed a subamendment to replace “also important” with “a critical challenge for young entrepreneurs” and to delete the second and third sentences. The secretariat informed the Committee that the subamendment could only apply to the first sentence. The Employer

spokesperson did not support the subamendment since it changed the meaning of the paragraph, and proposed to replace “also important” with “essential”. The Worker Vice-Chairperson supported the sub-subamendment proposed by the Employers’ group. The Government member of Brazil did not support the sub-subamendment, noting that an enabling environment was not essential.

416. The amendment was adopted as subamended.

417. The Government member of Uruguay introduced an amendment to delete the last sentence, in order to avoid repetitions. The Worker Vice-Chairperson supported it. The Employer spokesperson did not support the amendment. He was seconded by the Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group. The Government member of Panama supported the amendment.

418. The amendment was rejected.

419. The Government member of Turkey, seconded by the Government members of Algeria and Mali, introduced an amendment to move the last sentence to the beginning of the paragraph, to insert the word “therefore” at the beginning and delete “also” before the word “important”. The Employer spokesperson and the Worker Vice-Chairperson did not support the amendment.

420. The amendment was rejected.

Paragraph 38

421. The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, to replace the third bullet point by the following: “Embedding entrepreneurship curricula and social

responsibility of enterprises at an early age can be an effective way of promoting entrepreneurship”.

422. The Employer spokesperson agreed with the concept of social responsibility, but rejected the amendment. The Worker Vice-Chairperson and the Government members of Brazil, Mexico and Panama supported the amendment.

423. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, stated that, although social responsibility was an important issue, the original text should be kept. She was seconded by the Government member of Kenya, speaking on behalf of Government members of the Africa group.

424. The amendment was rejected.

Paragraph 39

425. The Worker Vice-Chairperson introduced an amendment to insert “and ensure that entrepreneurship is not a cover for bogus self-employment or survivalism” after “effectiveness”. The Government member of Uruguay supported the amendment.

426. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, the Government member of the United States and the Employer spokesperson did not support the amendment.

427. The Worker Vice-Chairperson proposed a subamendment to replace “bogus” with “disguised” and the Government member of Kenya, speaking on behalf of Government members of the Africa group, supported it. The Government members of Australia, Canada, Denmark, speaking on behalf of the governments of Member States of the EU, Mexico and the United States, as well as the Employer spokesperson, did not support the amendment and subamendment.

428. The amendment and subamendment were rejected.

Paragraph 40

- 429.** The Worker Vice-Chairperson withdrew the amendment to delete “as appropriate” in the chapeau.
- 430.** The Government member of Uruguay introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to replace “and cooperatives” by “, cooperatives and the social economy” and to add “taking care that there is no disguised employment” at the end of point (b).
- 431.** The Worker Vice-Chairperson supported the amendment. The Employers’ group supported the first part of the amendment but not the second part since it was covered in the text elsewhere. The Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the amendment.
- 432.** The amendment was adopted.
- 433.** The Worker Vice-Chairperson introduced an amendment to insert a footnote after “enabling environment” in point (b) reading: “as outlined in the 2007 ILC conclusions on sustainable enterprises”. The Government members of Argentina and Tunisia supported the amendment. The Employers’ group supported the amendment.
- 434.** The amendment was adopted.
- 435.** The Government member of Turkey introduced an amendment on behalf of the Government members of Norway and Turkey, to replace point (c) by: “Promoting youth entrepreneurship, especially for young women”. The Workers’ group rejected the amendment noting that another proposed amendment was more comprehensive. The Employers’ group proposed a subamendment to replace point (c) by: “Promoting youth entrepreneurship, especially for young women and other vulnerable groups of young people.” The Workers’ group and the Government members of Argentina, Brazil, Canada,

Kenya, speaking on behalf of Government members of the Africa group, and Panama supported the subamendment.

436. The amendment was adopted as subamended.

437. The Government member of Kenya, speaking on behalf of Government members of the Africa group, introduced an amendment to insert “cooperatives and social enterprises” after “medium-sized enterprises” in point (d). The Employer spokesperson rejected the amendment as it introduced a new concept. The Worker Vice-Chairperson supported the amendment and was seconded by the Government members of Argentina, Brazil, Mexico and Panama.

438. The Employer spokesperson proposed a subamendment, to add “, where appropriate” after “cooperatives and social enterprises”. The Government members of Kenya, speaking on behalf of Government members of the Africa group, Uruguay and the Workers’ group rejected the subamendment.

439. The amendment was adopted.

440. The Government member of Argentina withdrew the amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to add “and the social economy” in the first sentence of point (d).

441. The Government member of Algeria, seconded by the Government member of Kenya, proposed an amendment to add, after point (d), a new point reading: “Facilitating access by micro-enterprises to public procurement”. The Employers’ group supported the amendment. The Worker Vice-Chairperson rejected it. The Government member of Barbados supported the amendment, also on behalf of the Government member of Trinidad and Tobago.

442. The Worker Vice-Chairperson proposed a subamendment to add, at the end of the text: “, in line with the provisions of the Labour Clauses (Public Contracts) Convention, 1949 (No. 94)”. The Government member of Algeria agreed with the subamendment but the Government member of the United States and the Employer spokesperson did not support it as governments who had not ratified Convention No. 94 would face problems. The Worker Vice-Chairperson proposed a sub-subamendment, to add “where ratified” at the end of the subamendment and the Employer spokesperson accepted the proposal.

443. The amendment was adopted as sub-subamended.

444. The Government member of Algeria, seconded by the Government member of Tunisia, introduced an amendment to add a new point after (d) as follows: “Establishing and putting in place risk guarantee funds in order to guarantee the solvency of young entrepreneurs and reassure the banks”. The Employer spokesperson proposed a subamendment to replace “the banks” by “lending institutions”. The Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the amendment and subamendment.

445. The Worker Vice-Chairperson did not support the amendment and the subamendment as the matter was already covered in point (d). He was seconded by the Government members of Argentina, Australia, Canada, Denmark, speaking on behalf of the governments of Member States of the EU, and the United States. The Employer spokesperson withdrew the subamendment and the support for the amendment.

446. The amendment was rejected.

447. The Government member of Argentina withdrew the amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to delete the second sentence and add “socially responsible” before “entrepreneurship”, in point (f).

448. The Government member of Canada introduced an amendment submitted by the Government members of Belgium and Canada, to insert “Information about” before “Cooperatives” in the third line of point (f). Both the Employer spokesperson and the Worker Vice-Chairperson supported the amendment.

449. The amendment was adopted.

450. The Government member of Mexico explained that an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to delete the second sentence and add “socially responsible” before “entrepreneurship”, in point (g) had already been adopted earlier.

451. The amendment was adopted.

Paragraph 41

452. The Employer spokesperson introduced an amendment to insert the words “give serious consideration, as appropriate, to”, after the word “should” in the first line. The Worker Vice-Chairperson did not support the amendment. The Government members of Australia, Denmark, speaking on behalf of the governments of Member States of the EU, and Kenya, speaking on behalf of Government members of the Africa group, supported the amendment in the interests of consistency.

453. The amendment was adopted.

454. The Government member of Algeria, seconded by the Government member of Tunisia, introduced an amendment to add a point (f) after point (e): “Encourage sub-contracting to youth micro-enterprises”. The Employer spokesperson proposed a subamendment reading: “Promote doing business with micro-enterprises run by young people”.

455. The Worker Vice-Chairperson did not support the amendment and subamendment and was seconded by the Government members of Brazil, Chile, Mexico, Panama and the United States.

456. The amendment was rejected.

Paragraph 43

457. The Employer spokesperson (Mr Richard Cairney, Australia), introduced an amendment to delete the paragraph and appendix, because the additional list of standards did not create jobs. The 2005 resolution list remained relevant.

458. The Worker Vice-Chairperson did not support the amendment. He stated that international labour standards did not create jobs, but policies promoting the respect for rights, created decent jobs.

459. The Government member of the United States did not support the amendment and was seconded by the Government members of Australia, Chile, Denmark, speaking on behalf of the governments of Member States of the EU, and Kenya, speaking on behalf of Government members of the Africa group.

460. The amendment was rejected.

Paragraph 44

461. The spokesperson of the Employers' group introduced an amendment to replace the words "to all" in the second line by the words "also to" in order to reflect that collective agreements do not apply to young people everywhere. The spokesperson of the Workers' group (Mr Grant Belchamber, Australia) and the Government members of Chile, Kenya, speaking on behalf of Government members of the Africa group, and the United States opposed the amendment.

462. The amendment was rejected.

Paragraph 45

463. The spokesperson of the Employers' group said that the group had reconsidered their proposed amendment and subamended it removing the words "low-quality jobs measured in terms of working poverty, low pay and/or employment status and exposure to occupational hazards and injury". The spokesperson of the Workers' group and the Government members of Denmark, speaking on behalf of the governments of Member States of the EU, and Argentina opposed the amendment.

464. The amendment was rejected.

465. The Government member of Uruguay introduced an amendment on flexible contractual arrangements on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela, to delete the second sentence. These arrangements were ambiguous and flexibility could lead to precariousness. The Worker Vice-Chairperson proposed a subamendment to delete the first part of the second sentence, namely "Flexible contractual arrangements can be a stepping stone into stable employment but,". The Employer Vice-Chairperson strongly opposed the subamendment. This sentence was accepted in the Drafting Group. The Government member of Argentina stated that labour flexibility in the 1990s led to unemployment and informality. As President Kirchner of Argentina and President Lula of Brazil had stated during the G20 meeting in London, labour flexibility could not be accepted. The Government member of the Plurinational State of Bolivia underscored that labour flexibility was used during the neoliberal period and led to unfavourable working conditions. The Government members of Brazil, Kenya, speaking on behalf of Government members of the Africa group, and Panama supported the subamendment. However, the Government members of Australia, Denmark, speaking on behalf of the governments of Member States of the EU, and Turkey, opposed the

amendment and subamendment. The Government member of Algeria proposed a sub-subamendment to replace the words “flexible contractual arrangements” with “appropriate contractual arrangements”. That was not accepted as amendments regarding deletion cannot be subamended with new wording. For the same reasons a new subamendment introduced by the Government member of Denmark, speaking on behalf of the governments of Member States of the EU, to add the words “Experience has shown that” before “flexible contractual arrangements” was not accepted. The Government members of Norway, Switzerland and the United States did not support the amendment or subamendment, preferring the original text.

466. A vote by show of hands resulted in 21 votes for and 18 against. The spokesperson of the Employers’ group stressed that the issue of flexible contractual arrangements was of extreme importance to his group and asked for a record vote on the amendment as subamended by the Workers’ group. The Chairperson read out the results of the record vote. The required quorum was 528. The total number of votes cast for and against was 604. The votes in favour were 528, against 76 and 163 abstentions.

467. The amendment, as subamended by the Workers’ group, was adopted.

Paragraph 45

468. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, introduced an amendment to replace the words “and frequently work under poor conditions in the informal economy, in both urban and rural areas” with “In the informal economy young people frequently work under poor conditions in both urban and rural areas”. The spokespersons for the Employers’ and Workers’ groups supported the amendment and the amendment was adopted.

Paragraph 46

- 469.** The spokesperson of the Employers' group introduced an amendment to replace "core international labour standards" with "Fundamental Principles and Rights at Work". The spokesperson of the Workers' group as well as the Government members of Denmark, speaking on behalf of the governments of Member States of the EU, and Kenya, speaking on behalf of Government members of the Africa group, opposed the amendment and the amendment was rejected.
- 470.** The spokesperson of the Employers' group introduced an amendment to delete "Young workers have the same rights as all other workers". The spokesperson of the Workers' group and the Government members of Denmark, speaking on behalf of the governments of Member States of the EU, and Kenya, speaking on behalf of Government members of the Africa group, opposed the amendment and the amendment was rejected.
- 471.** The Government member of Brazil withdrew the amendment, submitted on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, to delete the last sentence of paragraph 46.
- 472.** The spokesperson of the Employers' group introduced the amendment to replace the word "stable" with "ongoing". The word "stable" was not the correct terminology since temporary jobs could be stable. The spokesperson of the Workers' group introduced a subamendment to replace the word "stable" with "permanent", which was strongly opposed by the Employers' group. The Government members of Brazil, Denmark, speaking on behalf of the governments of Member States of the EU, and Kenya, speaking on behalf of Government members of the Africa group, opposed the amendment and subamendment. The spokesperson of the Workers' group withdrew the subamendment and the amendment was rejected.

Paragraph 47

473. The spokesperson of the Employers' group introduced an amendment to delete the rest of the paragraph after the words "being abused". The spokesperson of the Workers' group and the Government members of Denmark, speaking on behalf of the governments of Member States of the EU, Kenya, speaking on behalf of Government members of the Africa group, and Yemen opposed the amendment and the amendment was rejected.

Paragraph 48

474. The spokesperson of the Workers' group withdrew the amendment to delete in the chapeau of the paragraph the words "as appropriate".

475. The Employer spokesperson, introducing an amendment, wished to replace points (a) and (b) with: "(a) Adopting a rights-based approach; ensuring job creation for young people proceeds based on a solid foundation of properly and effectively enforced employment rights for young working people, and respects, promotes and realizes the ILO's fundamental principles and rights at work." The Worker spokesperson did not support the amendment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the retention of the original text.

476. The amendment was rejected.

477. The Employers' group withdrew the amendment to replace point (c) with the following: "(c) Committing to develop youth employment policies consistent with their national obligations, taking into account relevant international labour standards, and expediting their implementation".

478. The Government member of Switzerland introduced an amendment submitted by the Government members of Belgium, Canada, Japan and Switzerland to add the words "or

other relevant bodies” in the second line of point (d), after “labour inspectorates”. The Employers’ and Workers’ groups supported the amendment.

479. The amendment was adopted.

480. The Employer spokesperson introduced an amendment to replace the words “must tackle prevailing abusive” with “should target any prevailing non-compliant” in point (d), since non-compliance was not necessarily the same as abuse. The Worker spokesperson did not support the amendment as non-compliance should be addressed, and proposed a subamendment to delete the words “any prevailing”. The Employer spokesperson accepted the subamendment, along with the Government members of Denmark, speaking on behalf of the governments of Member States of the EU, and Turkey.

481. The amendment was adopted as subamended.

482. The Government member of Argentina withdrew the amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela to replace the words “prevailing abusive practices in youth employment, including the informal economy, through strong and appropriate sanctions” by the words “abusive practices, disguising of the employment relationship and employment fraud (Recommendation No. 198)” in point (d).

483. The Worker spokesperson, introducing an amendment, wished to insert a new point (e) after point (d): “Develop and implement mechanisms that apply adequate protection, including social protection, for all workers and facilitate transitions into stable employment and decent work”. The Employer spokesperson put forward a sub-subamendment to insert the word “young” between “all” and “workers”. The Worker spokesperson highlighted that the text should not discriminate on the basis of age. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government

member of Kenya, speaking on behalf of Government members of the Africa group, supported the sub-subamendment. The Worker spokesperson rejected it.

484. The amendment was adopted as sub-subamended.

485. The Government member of Algeria withdrew the amendment to delete point (e).

486. The Worker spokesperson introduced an amendment to insert a new point (e): “Prevent age-related and other forms of multiple discrimination in employment and remuneration”. The Employer spokesperson rejected it, as its adoption might mean that governments had to commit to abolish age-based retirement. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, preferred the original text.

487. The amendment was rejected.

488. The Chairperson drew attention to the fact that there were five amendments all related to point (g). He suggested that a subamendment be made to cover them: (i) The Government member of Algeria withdrew the amendment to delete “minimum”, add “and working conditions” after “obligations” and add “in particular minor workers” after “workers”. (ii) An amendment introduced by the Worker spokesperson to replace “wage obligations applicable to” with “wages, set either by law or collective agreement for” was supported by the Employers’ group and was adopted. (iii) An amendment introduced by the Government member of Brazil, on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela to delete “applicable to young workers” was not considered relevant and fell. (iv) The Government member of Kenya, speaking on behalf of Government members of the Africa group, withdrew an amendment to delete “applicable to young workers” and insert at the end “when employing young people”.

(v) The Worker spokesperson, introducing an amendment that his group submitted, wished to insert, after “observed”, the text “and in line with Convention No. 131 promoting the development of a minimum wage floor ‘through collective bargaining or by statute’ in countries where it is absent”. The Employers’ group did not support the amendment. The Government members of Switzerland and the United States opposed the amendment, since two-thirds of the ILO member States had not ratified Convention No. 131. The Workers’ group proposed a sub-subamendment to delete the words “and in line with Convention No. 131”. The spokesperson of the Employers’ group stated that such sub-subamendment did not change the argument that had already been put forward. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, did not support the amendment and the sub-subamendment. The amendment, as sub-subamended, was rejected.

489. The Employer spokesperson introduced the amendment to delete point (h), since it went beyond the accepted approach to minimum wages, and minimum wages did not create jobs for young people. The Workers’ group opposed the amendment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, rejected the amendment.

490. The amendment was rejected.

491. The Worker spokesperson introduced an amendment to insert, after the words “social partners” in point (h), the words: “aimed at, among others, reducing excessive inequalities in the wage structure and working poverty among young workers”. The Employer spokesperson opposed the amendment, arguing that the issue was already covered elsewhere. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, wished to retain the original text.

492. The amendment was rejected.

493. The Worker spokesperson, introducing an amendment, wished to replace point (i) with “Designing, monitoring and properly supervising policy measures such as wage subsidies to guarantee that they are time bound, targeted and not abused. Linking these policies to skills transfer training is also important”. The Employer spokesperson stated that his group supported the amendment.

494. The amendment was adopted.

495. The Government member of Brazil withdrew an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela to replace “to further inform and refine policy approaches” in point (k) by “improve policy instruments”.

496. The Government member of Brazil introduced an amendment submitted by the Government members of Argentina, the Plurinational State of Bolivia, Chile, Costa Rica, Mexico, Uruguay and the Bolivarian Republic of Venezuela to add a new point (l): “Promoting policies aimed at reconciling studies, family life and work”. The Worker spokesperson supported the amendment, but suggested that it should precede point (k). The spokesperson of the Employers’ group rejected the amendment on the grounds that studies, family life and work were not rights in the majority of countries and the question of balancing them had not been raised in any of the discussions. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, shared the Employers’ view.

497. The amendment was rejected.

Paragraph 49

498. The Employer spokesperson introduced an amendment to insert after “should” in the first line, the words “give serious consideration, as appropriate to”. The Worker spokesperson rejected the amendment. He proposed a subamendment to delete the words “Social partners”, and further amend the first line to read as follows: “Employers’ organizations should give serious consideration, as appropriate, to, and workers’ organizations should”. The Employer spokesperson accepted the subamendment.

499. The amendment was adopted as subamended.

500. The Employer spokesperson introduced an amendment to insert in the first line of point (a) the word “greater” after “encourage the”. The spokesperson of the Workers’ group endorsed the amendment.

501. The amendment was adopted.

Paragraph 50

502. The Worker spokesperson, introducing an amendment, wished to insert “The ILO is well placed to promote a genuinely balanced approach that recognizes the importance of both demand and supply side interventions addressing the youth employment crisis” after “global levels” in the fourth line. The Employer spokesperson did not support the amendment. The Government member of Brazil supported the amendment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, opposed the amendment as the issue was adequately covered elsewhere.

503. The amendment was rejected.

Paragraph 51

504. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, introduced an amendment to replace the word “expand” in the first line by the word “enhance”. The Worker spokesperson and the Government member of Brazil opposed the amendment. The spokesperson of the Employers’ group and the Government members of Kenya, speaking on behalf of Government members of the Africa group, and the United States supported the amendment.

505. The amendment was adopted.

506. The Government member of Kenya, speaking on behalf of Government members of the Africa group, withdrew an amendment that proposed deleting the words “make efforts to” in the second sentence.

Paragraph 52

507. The Government member of the United States introduced an amendment submitted jointly with the Government member of Canada to insert the words “of information on youth employment” after the word “dissemination” in the first line. The Employer spokesperson, the Government member of Chile, the Government member of Denmark, speaking on behalf of the governments of Member States of the EU, and the Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the amendment. The Worker spokesperson opposed the amendment.

508. The amendment was adopted.

509. The Government member of Kenya, speaking on behalf of a number of Government members of the Africa group,²⁰ withdrew the amendment that the group had submitted to delete the word “different” in the second line of the first bullet.

510. The Government member of Argentina, also speaking on behalf of the Government members of the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, introduced an amendment to insert the word “voluntary” before the word “multi-country” in the fourth bullet. The amendment was supported by both the Employer and the Worker spokespersons.

511. The amendment was adopted.

512. The Government member of Argentina, also speaking on behalf of the Government members of the Plurinational State of Bolivia, Brazil, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, withdrew the amendment that was submitted to replace “Evaluation: conduct evaluations and distil lessons of effective interventions” in bullet 5.

513. The Government member of Brazil, also speaking on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, withdrew two amendments that had been submitted jointly to: (i) replace “the evaluation” by “the study” in bullet 5; and (ii) delete the words “review and” in bullet 6.

514. The Government member of Turkey, seconded by the Government member of Mali, presented an amendment to insert at the end of bullet 6 the words “and the Youth Employment Network (YEN)”. The Employer and the Worker spokespersons did not

²⁰ Hereinafter speaking on behalf of the following 32 Government members of the Africa group: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Comoros, Congo, Côte d’Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Ghana, Guinea, Kenya, Lesotho, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, South Africa, South Sudan, Sudan, United Republic of Tanzania, Togo, Tunisia, Zambia, Zimbabwe.

support the amendment noting that as it was uncertain that the YEN would secure funding after the end of 2012, it was inappropriate to include it in the text.

515. The amendment was rejected.

Paragraph 53

516. The Government member of Brazil withdrew an amendment that had been submitted jointly with the Government members of Argentina, the Plurinational State of Bolivia, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela to replace the words “and employment policy” by “employment policy and social dialogue” in the first bullet.

517. The Worker spokesperson introduced an amendment to insert a new sentence, “The ILO should also provide, upon countries’ request, macroeconomic policy options that favour employment creation”, after “protection policies” in the first bullet. The Government members of Argentina, Brazil, and Kenya, speaking on behalf of Government members of the Africa group, supported the amendment. The Employer spokesperson introduced a subamendment to replace “policy options that favour employment creation” with “information that is centred on employment”, as this better corresponded with the priorities indicated in point 27 of the conclusions of the Office cyclical review in 2010.

518. The Worker spokesperson rejected the subamendment and was seconded by the Government members of Argentina, Brazil and Kenya, speaking on behalf of Government members of the Africa group. In particular, the Government member of Argentina shared with the Committee the important role the ILO had played during the 2001 economic crisis in his country by providing support on macroeconomic policies. The Government member of Brazil added that such support to the member States was an irreplaceable role of the ILO.

519. The Employer spokesperson introduced a sub-subamendment to rephrase the proposed wording as “information from the perspective of employment outcomes” which was once again not supported by the Workers’ group and the Government member of Brazil.

520. The amendment was adopted.

521. The Chairperson requested that two amendments be considered together as they were related to the same issue. The first one was introduced by the Government member of Barbados, also on behalf of the Government member of Trinidad and Tobago, to insert the words “and sex” between the words “age” and “disaggregated” in the third bullet point. The second amendment had been jointly submitted by the Government members of Belgium, Canada and Japan to replace “age-disaggregated” with “age and gender disaggregated”.

522. The Government member of the United States indicated that the word “gender” had been used previously and was seconded by the Employer spokesperson, who thought that the formulation of the second amendment was more appropriate. The Government member of Barbados withdrew the amendment.

523. The amendment proposed by the Government members of Belgium, Canada and Japan was adopted.

524. The Government member of Brazil, also speaking on behalf of the Government members of Argentina, the Plurinational State of Bolivia, Chile, Costa Rica, Mexico, Uruguay, and the Bolivarian Republic of Venezuela, withdrew the amendment to add the word “certification” after the word “training” in bullet 6.

525. The Worker spokesperson introduced an amendment to replace bullet 8 by “Entrepreneurship, cooperatives and social enterprises development, education, access to financial and other services, including mentorships.” The Employer spokesperson did not support it, as the section on entrepreneurship had dealt with this issue already. The

Government member of Brazil and the Government member of Kenya, speaking on behalf of Government members of the Africa group, supported the amendment.

526. The amendment was adopted.

527. The Employer spokesperson introduced an amendment to insert “, private employment services” after the words “social services” in the third line of bullet 9, since private employment services had been left out of the section and had been an important part of the partnerships discussion. The Worker spokesperson introduced a subamendment to add the words “where they exist” after the words “private employment services”, which was endorsed by the Employers’ group.

528. The amendment was adopted as subamended.

529. The Government member of Kenya, speaking on behalf of Government members of the Africa group, withdrew the amendment to insert “designing, implementing” after “to strengthen” in the last bullet.

Paragraph 54

530. The Worker spokesperson introduced an amendment to add “by organizing a high-level meeting with them” at the end of the first bullet and proposed a subamendment to add the word “including” at the beginning. The Employer spokesperson stated that it was up to the new Director-General of the ILO to take a decision on such high-level meeting. Also the Government member of the United States did not support the amendment.

531. The Worker spokesperson withdrew the amendment.

532. The Government member of Kenya, speaking on behalf of Government members of the Africa group, withdrew two amendments: (i) to insert “The ILO should convene youth forums and youth advisory councils” at the end of bullet 2; and (ii) to insert a new point, “Youth employment networks. The ILO should extend the Youth Employment Network to

all partners involved in the question of youth employment” after the point “Regional and national partnerships”.

533. The Government member of Barbados introduced an amendment, jointly submitted with the Government member of Trinidad and Tobago, to add “The ILO should explore mechanisms and possibilities for creating avenues to facilitate the contribution of young people on ILO issues” at the end of bullet 3. The Worker spokesperson said that this was already captured in the second sentence of the second bullet point, and was seconded by the Employer spokesperson.

534. The amendment was rejected.

Paragraph 55

535. The Government member of Tunisia, supported by the Government member of Algeria, introduced an amendment to insert, after paragraph 55: “The ILO should draw up a global action plan for youth employment that all States, particularly developing States, should strive to implement.” This global action plan could be an inspiration for States to draw up their own national level plans. The Employer spokesperson did not support the amendment, because the conclusions were supposed to be the global action plan. The Worker spokesperson also did not support the amendment.

536. The Government member of Tunisia withdrew the amendment.

Adoption of the conclusions and resolution

537. The Committee adopted the conclusions as amended.

538. The Government member of the United States submitted a draft resolution (D.185) that called for urgent action on youth employment. The Government member of Denmark, speaking on behalf of the governments of Member States of the EU, supporting the resolution, proposed some modifications to the operative points of the resolution. The first

point could read: “Resolves to take targeted and immediate action”; the second point could be reworded as: “Adopts the conclusions: ‘The youth employment crisis: A call for action’, which supplement the 2005 resolution concerning youth employment”; a fourth point could be added or integrated under the third point, reading: “Asks the Director-General to share these conclusions in relevant international forums”, and the fourth point in the original text could be renumbered as the fifth. The Government member of Trinidad and Tobago suggested to substitute in paragraph 5 the word “scarring” with “harmful”. The Worker spokesperson did not support this change, but supported the amendments proposed by the Government member of Denmark, on behalf of the governments of Member States of the EU.

539. The Employer spokesperson indicated that the preambular points listed in the resolution were already in the conclusions, which were more comprehensive. He asked for a clarification from the Legal Adviser on the standard practice for wording of resolutions that forward Committee conclusions to the Conference. Responding to the question, the Legal Adviser explained that established Conference practice was to keep the covering resolution short. Such a resolution was normally limited to standard wording which, in this case, consisted of the first two preambular paragraphs in the text, as well as paragraphs 2 and 3. The general aim of the operative paragraphs of such a resolution was to highlight the implications of the attached conclusions for the work of the other organs of the Organization. The additional paragraph proposed by the Government member of Denmark requesting the Director-General to communicate the conclusions to other organizations could be deemed appropriate. It was for the Committee to take a decision on whether to include the rest of the proposed paragraphs.

540. The Committee adopted resolution D.185 as amended.

Resolution

The youth employment crisis: A call for action

The General Conference of the International Labour Organization, meeting in Geneva at its 101st Session, 2012,

Having undertaken a general discussion on the basis of Report V, *The youth employment crisis: Time for action*,

Recognizing that in 2012 close to 75 million young people worldwide are out of work, of which many have never worked, with many more millions mired in low productivity and insecure jobs,

Recognizing that 4 million more youth are unemployed today than in 2007 and that more than 6 million have given up looking for a job,

Recognizing that this unprecedented situation can result in a long-lasting “scarring” effect on young people, particularly from disadvantaged backgrounds,

Recognizing that persistent youth unemployment and underemployment carry very high social and economic costs and threaten the fabric of our societies,

Affirming that generating sufficient decent jobs for youth is of highest global priority,

1. Resolves to take targeted and immediate action;
2. Adopts the following conclusions: “The youth employment crisis: A call for action” which supplement the conclusions concerning youth employment adopted by the Conference in 2005;
3. Invites the Governing Body of the International Labour Office to give due consideration to these conclusions in planning future work on youth employment and requests the Director-General to take them into account when preparing and implementing

the programme and budget for future biennia and when allocating such other resources as may be available during the 2012–13 biennium;

4. Requests the Director-General to share these conclusions in relevant international forums; and

5. Invites the International Labour Office to take leadership for this call for action.

DRAFT

Conclusions

The youth employment crisis: A call for action

1. Young people represent the promise of changing societies for the better. Yet, there are not enough jobs for young people. Millions are also not transitioning into decent work and are at the risk of social exclusion.
2. In 2012, close to 75 million young people worldwide were out of work, 4 million more are unemployed today than in 2007, and more than 6 million had given up looking for a job. More than 200 million young people were working but earning under US\$2 a day. Informal employment amongst young people remains pervasive.
3. The youth employment crisis, considerably aggravated by the global economic and financial crisis, now requires governments, employers and workers to work even harder to promote, create and maintain decent and productive jobs.
4. Persistent youth unemployment and underemployment carry very high social and economic costs and threaten the fabric of our societies. Failure to generate sufficient decent jobs can result in long-lasting “scarring” effects on young people.
5. There is an urgent need to reverse the trend now. Unless immediate and vigorous action is taken, the global community confronts the grim legacy of a lost generation. Investing in youth is investing in the present and future of our societies. A great deal has been learned about how to address barriers young people face to transition into the labour market, but in many countries ineffective macroeconomic and other policies have not delivered enough jobs in general, and for youth in particular. Political commitment and innovative approaches are critical to improve the situation.

-
- 6.** The youth employment crisis is a global challenge, though its social and economic characteristics vary considerably in size and nature, within and among countries and regions.
 - 7.** We therefore call on governments, social partners, the multilateral system, including the G20 and all relevant national, regional and international organizations, to take urgent and renewed action to address the crisis of youth employment. Nothing short of strong collective action and partnership at the national, regional and global levels will succeed in changing the dire situation of young people in labour markets for the better. We call on the ILO to take a leadership role in this call for action, to facilitate mutual learning at national, regional and global levels, and to mobilize partnerships for tackling the crisis.
 - 8.** In addressing the youth employment crisis, action should take account of the ILO Declaration of Philadelphia (1944), the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998), the Decent Work Agenda (1999), the Global Employment Agenda (2003), the Conclusions concerning the promotion of sustainable enterprises (2007), the ILO Declaration on Social Justice for a Fair Globalization (2008), the Global Jobs Pact (2009), the ILC conclusions concerning the recurrent discussion on employment (2010), and the body of international labour standards relevant to work and young persons.
 - 9.** The 2005 ILC resolution concerning youth employment and its comprehensive set of conclusions provides a sound framework on which to build. A new call for action is made to tackle the new and severe youth employment crisis.
 - 10.** The 2009 Global Jobs Pact, comprising a portfolio of actions to respond to the crisis, calls for countries to enhance support to vulnerable women and men hit hard by the crisis, including youth at risk. The coordinated action and implementation of policies contained in the Global Jobs Pact helped to save millions of jobs.

11. The 2012 ILC general discussion reviewed the magnitude and characteristics of the youth employment crisis, exacerbated in many countries by the global economic and financial crisis. It considered in particular the high levels of unemployment and underemployment, the decline in the quality of jobs available for young people, the detachment from the labour market and slow and difficult transitions to decent work. It drew lessons from the implementation of the 2005 ILC resolution and assessed policy innovations in a range of areas. It also took note of the discussions at the Youth Employment Forum that gathered 100 young leaders in Geneva from 23 to 25 May 2012.

12. These 2012 ILC conclusions:

- (a) underscore a renewed commitment for stepping up the implementation of the 2005 ILC resolution;
- (b) call for urgent action in view of the new crisis situation; and
- (c) provide guidance on the way forward.

Guiding principles

13. There is no one-size-fits-all. There is a need to take a multi-pronged approach with measures to foster pro-employment growth and decent job creation through macroeconomic policies, employability, labour market policies, youth entrepreneurship and rights to tackle the social consequences of the crisis, while ensuring financial and fiscal sustainability.

14. Guiding principles include:

- Consideration of the diversity of country situations to develop a set of policy responses that are multi-pronged, coherent and context-specific.
- Full employment should be a key objective of macroeconomic policies.

-
- Effective policy coherence across economic, employment, education and training, and social protection policies is required.
 - Promoting the involvement of the social partners in policy development through social dialogue.
 - A well balanced policy mix that encourages more employers to invest and generate new job opportunities for young people.
 - Ensuring all programmes and policies respect the rights of young workers and are gender-sensitive.
 - Addressing mismatches between available jobs and skills of youth which limit access to employment opportunities.
 - Promoting youth entrepreneurship with the aim of encouraging the growth of sustainable enterprises, including cooperatives and social enterprises, in rural and urban areas.
 - Innovative and multi-stakeholder partnerships engaging governments, social partners, educational institutions, communities and young people themselves.
 - Models of engagement are not systematically replicable but there is great scope for exchange of experience to inspire context-specific and concrete actions.
 - Effective monitoring, evaluation and reporting of policies and programmes to inform further action.
 - Youth are part of the solution. Their voices should be heard, their creativity engaged, and their rights respected in dealing with the youth employment crisis.

Employment and economic policies for youth employment

- 15.** To meet the tremendous jobs challenge deriving from the global economic and financial crisis requires mobilization of governments, employers and workers, the ILO and the global multilateral community. In response to this situation, it is essential to pursue strong and sustainable economic growth and development that stresses job creation and social inclusion.
- 16.** A one-sided approach will not be effective. A holistic approach is needed in which both macro and microeconomic policies work in tandem to boost the employability of young people while ensuring that there are productive employment opportunities to absorb the skills and talents of young people.
- 17.** Pro-employment macroeconomic policies that support stronger aggregate demand and improve access to finance are essential. The different economic situations of different countries will shape the policy mix adopted to meet the challenge.
- 18.** Industrial and sectoral policies are important to facilitate structural transformation.
- 19.** Private sector growth depends on business, investor and consumer confidence, and is crucial to job creation.
- 20.** Labour-intensive public investment in large-scale infrastructure and public employment schemes can generate new decent employment opportunities while meeting social needs and improving infrastructure.

The way forward

- 21.** Governments should give serious consideration, as appropriate, to:

 - (a) Implementing policies that promote full, productive and freely chosen employment, informed by the Employment Policy Convention, 1964 (No. 122).

-
- (b) Promoting pro-employment macroeconomic policies and fiscal incentives that support stronger aggregate demand and increase productive investment that improves capacity for job creation and access to finance.
 - (c) Assigning the highest possible priority to youth employment in national and international development frameworks; developing, with the involvement of the social partners, integrated and time-bound national action plans for decent employment with measurable outcomes.
 - (d) Prioritizing job-generating growth policies which respond to the current economic context and promote long-term financial sustainability, while recognizing that policy responses to support growth should take into account the diverse realities of countries.
 - (e) Fiscally sustainable ways for targeted interventions for young people, such as countercyclical policies and demand-side interventions, public employment programmes, employment guarantee schemes, labour-intensive infrastructure, wage and training subsidies and other specific youth employment interventions. These programmes should ensure equal treatment for young workers.
 - (f) Anchoring a job-friendly development agenda in industrial and sectoral policies that can facilitate structural transformation, contribute to an environmentally-sustainable economy, and greater public and private investment in sectors that create decent jobs for young people.
 - (g) Promoting an enabling policy and regulatory environment to facilitate the transition to formal employment and decent jobs.
 - (h) Involving the social partners in policy decision-making through regular tripartite consultations.
 - (i) Establishing and strengthening monitoring and evaluation mechanisms to measure impact and improve policy instruments.

22. The social partners should give serious consideration, as appropriate, to:

- (a) Engaging with governments in tripartite consultations on employment and economic policy.
- (b) Engaging in sectoral and enterprise consultations to improve growth and promote strategies that are job-rich with particular regard to the needs of young people.

Employability – Education, training and skills, and the school-to-work transition

23. Access to basic education is a fundamental right. The 2005 ILC resolution recognized the importance of education, training and skills to enhance employability and ease the transition to decent jobs. This was reaffirmed in the 2012 general discussion. Education, training and lifelong learning foster a virtuous cycle of improved employability, higher productivity, income growth and development. Much has been done and much has been learned since 2005. However, there is more to do given that significant deficits remain in access to, and the quality of, education, training and skills as well as their relevance to labour market requirements. Skills and qualifications that do not meet labour market requirements and insufficient vacancies remain major constraints for the employability of young people.

24. The global economic and financial crisis exacerbated old problems and created new ones:

- In addition to the 130 million young people without basic reading, writing and numeracy skills, early school leavers represent an increasing segment of disadvantaged youth. For the first group, scaling-up social protection measures to help poor households manage risks without compromising on education proved efficient. Cash or food transfers can potentially play this role if integrated into a broader social protection strategy. For early school leavers, second-chance initiatives have been effective in reaching out to those young people who are neither in

employment nor education or training. Experience suggests that these alternative training modalities are more successful when their delivery and curriculum are non-traditional and offered in informal or non-formal settings.

- Graduate unemployment emerged as a key challenge. In this context, better analysis and forecasting of labour market needs are required.
- The slow and insecure transition from school to work generates further difficulties for integration in the labour market as a result of lack of experience. In this context, internships, apprenticeships and other work-experience schemes have increased as ways to obtain decent work. However, such mechanisms can run the risk, in some cases, of being used as a way of obtaining cheap labour or replacing existing workers.

25. Finally, experience suggests that education and training measures that are responsive to the world of work result from strong partnerships between the government, in particular education and training authorities, and the social partners, including through social dialogue and collective bargaining.

The way forward

26. Governments should give serious consideration, as appropriate, to:

- (a) Ensuring that quality basic education is freely available.
- (b) Improving the links between education, training and the world of work through social dialogue on skills mismatch and standardization of qualifications in response to labour market needs, enhanced technical vocational education and training (TVET), including apprenticeships, other work-experience schemes and work-based learning.
- (c) Developing skills strategies in support of sectoral policies that harness technologies and know-how and result in higher skills and better paying jobs.

-
- (d) Improving the range and types of apprenticeships by: (i) complementing learning at the workplace with more structured institutional learning; (ii) upgrading the training skills of master craftspersons and trainers overseeing the apprenticeships; (iii) including literacy training and livelihood skills; and (iv) strengthening community involvement, especially to open more occupations for young women and other vulnerable groups of young people.
 - (e) Regulating and monitoring apprenticeship, internship and other work-experience schemes, including through certification, to ensure they allow for a real learning experience and not replace regular workers.
 - (f) Expanding the reach of formal education and training through distance-learning strategies that integrate print-based material, remote study and access centres, and face-to-face components.
 - (g) Improving mechanisms for early identification of potential early school leavers and support them to stay in school or access other employment, education or training opportunities.
 - (h) Supporting second-chance initiatives to facilitate the acquisition of basic knowledge and competencies both for those who leave school too early or never attended school and for the unemployed who want to resume their studies, with particular attention to young women and girls.
 - (i) Supporting the training of trainers which has emerged as one of the major needs in expanding the skills development system.
 - (j) Developing systems of recognition of prior learning, non-formal education and skills acquired on the job.
 - (k) Including job-search techniques in school curricula, strengthening career guidance and improving young people's access to information on career opportunities.

-
- (l) Introducing, into a broader social protection strategy, appropriate social protection measures to help poor households manage risks without compromising on education for youth, while paying attention to the sustainable institutional and financial capacities for implementation.
 - (m) Promoting the development of training programmes and competency-based training that correspond to the requirements of national development strategies and labour markets.
 - (n) Establishing and strengthening monitoring and evaluation mechanisms to measure the impact and to improve policy instruments.

27. Social partners should give serious consideration, as appropriate, to:

- (a) Contributing to the design, implementation and monitoring of education, training and lifelong learning policies and programmes with a view to improving their responsiveness to the world of work.
- (b) Engaging in collective bargaining on terms and conditions of work of interns and apprentices.
- (c) Encouraging enterprises to provide internship and apprenticeship places.
- (d) Raising awareness about labour rights of young workers, interns and apprentices.

Labour market policies

28. Labour market policies can facilitate young people's entry and re-entry into the labour market. If well targeted, they benefit the most disadvantaged youth and can yield large economic and social benefits with greater equity, social inclusion and higher aggregate demand.

-
- 29.** There are important linkages between labour market policies, active and passive, and minimum wage policies, in countries with minimum wages, and it is important that each be taken into account and be mutually supportive in encouraging work opportunities for young people.
- 30.** Public Investment and Employment Programmes should, where appropriate, promote employment in general and especially youth employment, particularly in countries with low labour demand, creating employment across the range of skills and yielding significant multiplier effects for the economy. They can provide a labour standards floor and significantly enhance local productivity, market development, and social protection. They can contribute to a sustainable environment and to developing the much needed infrastructure and community works in many countries.
- 31.** The delivery of labour market policies requires institutional capacity, both at the public and private levels. Early interventions, can help prevent long-term unemployment by targeting services and resources to jobless youth, both rural and urban, who are most in need, such as those not in education or in employment.
- 32.** In many countries, income support for young jobseekers can be provided in conjunction with active labour market programmes (ALMPs) through a combination of unemployment insurance, unemployment assistance, employment guarantee schemes or other forms tailored to the specific situations of different groups, as foreseen within the social protection floor concept. Good practices demonstrate that conditionality, activation and mutual obligation can assist in achieving early exits from unemployment. Such schemes can be particularly effective for youth at risk of marginalization to keep them connected to the labour market.

The way forward

33. Governments should give serious consideration, as appropriate, to:
- (a) Reviewing their labour market policies and programmes to ensure they contribute as effectively as possible to job creation for young people.
 - (b) Prioritizing active measures that provide effective assistance to young people and their potential employers to support entry into decent jobs.
 - (c) Allocating adequate resources to labour market policies, including public employment programmes (PEPs), as key instruments to promote youth employment.
 - (d) Integrating and sequencing various components of ALMPs targeting both demand and supply measures to ease transitions from school to work and to formality.
 - (e) Linking income support to active work search and participation in ALMPs.
 - (f) Facilitating job creation by securing a better match between demand and supply of work through the development of efficient employment services.
 - (g) Enhancing strategies for the transition to formality.
 - (h) Consolidating and coordinating the delivery of services to better integrate labour market and social protection measures.
 - (i) Providing social protection to first-time jobseekers.
 - (j) Promoting employment-intensive investment strategies.
 - (k) Consulting and involving the social partners in the design, implementation and monitoring of labour market policies.
 - (l) Focusing on rural youth as a priority group through targeted development policies and programmes.

-
- (m) Establishing and strengthening monitoring and evaluation mechanisms to measure impact and improve policy instruments.

34. The social partners should give serious consideration, as appropriate, to:

- (a) Actively participating in the design, implementation, monitoring and improvement of labour market policies and programmes.
- (b) Working closely with the government to enhance the effectiveness of employment services to ensure they improve decent employment opportunities for young jobseekers where they are being created.
- (c) Promoting the benefits of offering employment and training opportunities to disadvantaged young people.
- (d) Engaging with governments in the development of public investment and infrastructure programmes.
- (e) Exploring avenues for creative and innovative opportunities to assist young people in their job search and access to education and training opportunities.

Youth entrepreneurship and self-employment

- 35.** Youth entrepreneurship can be a pathway to decent work and sustainable enterprise for some young people and should be a component of national efforts to address the youth employment crisis. Promotion of entrepreneurship encompasses a range of activities in the for-profit and not-for-profit sectors, including private business development, self-employment, social enterprises and cooperatives.
- 36.** Different types of assistance will be appropriate to meet the special challenges faced by young aspiring entrepreneurs, including in both rural and urban areas, taking into account that they may be driven by opportunity or by need.

37. An enabling environment for starting and successfully operating a business is essential.

Young entrepreneurs face the same challenging business environment as other entrepreneurs. An enabling business environment which helps businesses, cooperatives and social enterprises to thrive can assist in the success of such enterprises that are owned and run by young people. Access to, and the cost of, finance for micro-, small and medium-sized enterprises has deteriorated since the financial crisis and young entrepreneurs are often the least able to access this restricted financing. A critical challenge is to create an enabling business environment for young entrepreneurs.

38. There are a number of ingredients that go to making youth entrepreneurship programmes successful:

- They are more effective when they are designed and implemented in partnership with the private sector. Many employers and their organizations have the capacity, experience and rapport with young people to significantly contribute to programme delivery.
- Integrated packages of efforts can also contribute to the effectiveness of youth entrepreneurship initiatives.
- Embedding entrepreneurship curricula at an early age can be an effective way of promoting entrepreneurship.
- Cooperatives and the social economy can also provide opportunities for youth to create their own enterprises and gain self-employment.

39. There is recognition that rigorous monitoring and evaluation of the programmes are needed to review their effectiveness. The key performance indicators should be the sustainability of the start-up, the level of income generated, the number of jobs created and their quality.

The way forward

40. Governments should give serious consideration, as appropriate, to:

- (a) The role of national strategies, coordination and oversight to ensure that youth entrepreneurship initiatives are complementary and effective.
- (b) Ensuring that there is an enabling environment,¹ including for small and micro-enterprises, cooperatives and the social economy, that supports youth entrepreneurship, taking care that there is no disguised employment.
- (c) Promoting youth entrepreneurship, especially for young women and other vulnerable groups of young people.
- (d) Improving access to finance for the operation of sustainable youth enterprises, in particular micro-, small and medium-sized enterprises, cooperatives and social enterprises. This may include subsidizing credit, guaranteeing loans and supporting microcredit initiatives.
- (e) Facilitating access by micro-enterprises to public procurement, in line with the provisions of the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), where ratified.
- (f) Taking action to facilitate the transition of young entrepreneurs in the informal sector from informality to formality, including by promoting and supporting compliance with national labour legislation.
- (g) Embedding entrepreneurship curricula at an early age and in secondary and tertiary schools as an effective way of improving attitudes towards entrepreneurship. Information about cooperatives should also be introduced to students within national

¹ As outlined in the 2007 ILC Conclusions concerning the promotion of sustainable enterprises.

curricula, in line with the Promotion of Cooperatives Recommendation, 2002 (No. 193).

- (h) Establishing and strengthening monitoring and evaluation mechanisms to measure impact and to improve policy instruments.

41. Employers' organizations should give serious consideration, as appropriate, to:

- (a) Entering into partnerships with governments to promote and support youth entrepreneurship.
- (b) Engaging with governments in the design and delivery of youth entrepreneurship programmes.
- (c) Contributing policy and commercial input into renewed and innovative measures to ensure young entrepreneurs have access to finance necessary to start and expand businesses.
- (d) Providing and facilitating mentoring and other support to young entrepreneurs.
- (e) Promoting young entrepreneurs' networks within their organizations.

Rights for young people

42. International labour standards play an important role in protecting the rights of young workers.

43. The 2005 resolution contained an appendix listing international labour standards relevant to work and young persons. International labour standards adopted since 2005 may also be relevant in member States (see updated list in appendix).

44. The 2005 ILC resolution also recognized that labour laws and, where they exist, collective agreements, should apply to all young workers, including those currently lacking protection because of disguised employment relationships.

-
45. Young people continue to suffer disproportionately from decent work deficits and low-quality jobs measured in terms of working poverty, low pay and/or employment status, and exposure to occupational hazards and injury. Increasingly, young workers may lack options in the formal sector to move to full-time employment from part-time, temporary, casual or seasonal employment. In the informal economy, young people frequently work under poor conditions in both urban and rural areas.
46. Tackling youth unemployment should not disregard and weaken the protection to which young workers are entitled. Reflecting the universal strong support to core international labour standards, policies facilitating access to jobs should not lead to discrimination at work. Young workers have the same rights as all other workers. Youth employment policies should also encourage the transition from temporary to stable jobs.
47. Recent national experience demonstrates that, during economic downturns, well-designed and targeted wage subsidies can facilitate the entry of young workers into the labour market and moderate the depreciation of skills. However, proper monitoring and supervision are required to prevent these measures from being abused. The effectiveness of these policy measures which ensure minimum conditions for young workers depends on other wage-related policies including wage systems. Minimum wages can be effective in preventing abusive and discriminatory pay practices and improving the purchasing power of young workers. Social dialogue at the national level is essential in developing a coherent and consistent wage-policy framework which offers adequate protection and improves employment prospects for young workers. More generally, collective agreements should be extended to young workers.

The way forward

48. Governments should give serious consideration, as appropriate, to:
- (a) Adopting a rights-based approach to youth employment.

-
- (b) Ensuring young people receive equal treatment and are afforded rights at work.
 - (c) Committing to develop youth employment policies, consistent with their national obligations and taking into account international labour standards.
 - (d) Ensuring that labour laws and collective agreements are effectively enforced by labour inspectorates or other relevant bodies, which should target non-compliant practices in youth employment, including in the informal economy, through strong and appropriate sanctions.
 - (e) Developing and implementing mechanisms that apply adequate protection, including social protection, for all young workers to facilitate transitions into stable employment and decent work.
 - (f) Promoting and protecting young workers' rights to organize and to bargain collectively.
 - (g) Targeting occupational safety and health promotion and training to young workers, including pre-employment and induction training.
 - (h) Ensuring that minimum wages set either by law or collective agreement for young workers are observed.
 - (i) Developing a coherent and consistent wage-policy framework in consultation with the social partners.
 - (j) Designing, monitoring and properly supervising policy measures such as wage subsidies to guarantee that they are time bound, targeted and not abused. Linking these policies to skills transfer training is also important.
 - (k) Embedding workers' rights in curricula at an early age and in secondary and tertiary schools as an effective way of improving attitudes towards workers' rights.

-
- (l) Establishing and strengthening monitoring and evaluation mechanisms to measure impact and to improve policy instruments.

49. Employers' organizations should give serious consideration, as appropriate, to, and workers' organizations should:

- (a) Promote and encourage the greater participation and representation of young people in their organizations and increase their voice in social dialogue.
- (b) Raise awareness of their members about young workers' rights, including by using new technologies and social media.
- (c) Actively participate in the implementation of young workers' rights.

ILO action

50. The ILO has an important role to play in providing global leadership and acting as a centre of excellence on youth employment. It must support action by governments, social partners and the multilateral system to address the youth employment crisis and promote decent work for youth at national, regional and global levels. The ILO has a sound foundation for this vital global task through its 2005 resolution and the shared input and experience of governments, employers and workers in 2012. These conclusions build on the 2005 ILC resolution recognizing the impact of the global economic crisis and the major challenge this represents. This set of conclusions should be pursued, mindful of the existing 2005 action plan, and expanded in the areas of knowledge development and dissemination, technical assistance, partnerships and advocacy for decent work for youth.

51. The ILO should enhance its capacity in the following five themes of the conclusions: (i) employment and economic policies; (ii) employability; (iii) labour market policies; (iv) entrepreneurship; and (v) rights at work. The ILO should make efforts to improve coordination among its programmes addressing youth employment, including technical cooperation activities. ILO activities promoting youth employment should be subject to

rigorous monitoring and evaluation to ensure approaches are cost-effective and provide a positive impact. They should be set against measurable targets and indicators. The recurrent item discussion on employment at the 2014 ILC should also include a focus on youth employment.

1. Knowledge development and dissemination

52. The ILO should strengthen its work on knowledge development and dissemination of information on youth employment in the following areas:

- **Employment trends:** collect, analyse and disseminate data and information on youth labour market trends, including on wages, conditions of work, different contractual arrangements for young people, skills mismatches and school-to-work transition.
- **Emerging issues:** conduct research on emerging topics, including policies and interventions that provide work experience and combine systems of learning and work, reduce informality and improve quality of jobs, address the particular vulnerabilities of groups of young people, including migrants, and provide social protection to young workers.
- **Macroeconomic and industrial policies:** expand technical capacity to assess the employment impact of macroeconomic and industrial policies.
- **Youth employment policies and programmes:** collect information on and analyse the effectiveness of country policies and programmes, including through voluntary multi-country peer reviews, and disseminate findings through global databases and other means.
- **Evaluation:** conduct evaluations and distil lessons of effective interventions promoting decent work for young people. Special focus should be placed on the evaluation of youth entrepreneurship and self-employment programmes.

-
- **Good practice:** establish mechanisms to review and disseminate good practices on youth employment interventions, including through mutual learning and South–South cooperation.

2. **Technical assistance**

53. The ILO should continue to assist member States in assigning priority to youth employment through the development and implementation of the policies included in the 2005 ILC resolution and these conclusions, including through Decent Work Country Programmes. Based on available resources, technical assistance should be provided in the following areas:

- Integration of youth employment priorities into ***national development frameworks and employment policy*** as well as better complementarity of labour market and social protection policies. The ILO should also provide, upon countries' request, macroeconomic policy options that favour employment creation.
- Development of ***national action plans*** that are integrated and time bound and supported by dedicated human and financial resources.
- Systematic collection of age and gender-disaggregated ***labour market information***.
- ***Development of profiling systems*** to improve targeting and cost-effectiveness of employment programmes and services for disadvantaged youth.
- ***Public investment and employment programmes*** that assign priority to youth employment.
- ***Skills development systems*** that strengthen the links between training provision and labour market requirements.
- ***Comprehensive labour market programmes*** targeting young people, with a special focus on disadvantaged youth.

-
- *Entrepreneurship, cooperatives and social enterprises development*, including education, access to financial and other services, and mentorships.
 - *Public employment services* tailored to the needs of young people and to extend outreach to youth living in rural areas, including through partnerships between employment offices and municipal authorities, the social partners, social services, private employment services, where they exist, and civil society organizations.
 - *Capacity building and tools development* to strengthen monitoring and evaluation functions of government institutions with a view to assessing impact and informing the development of evidence-based youth employment measures.

3. *Partnerships and advocacy*

54. The ILO should continue to play a leading role and partner with other international entities, globally, especially from the multilateral system, regionally and locally, to use all means of action to promote and advocate for decent and productive work for youth, and avert a lost generation.

- *Global leadership on youth employment.* The ILO should provide global leadership in the promotion of decent work for youth. In this respect, it should establish strategic alliances and partnerships to place youth employment at the centre of the global development agenda, including by advocating that specific youth employment targets are defined in the post-2015 MDG framework. The ILO should: (i) promote policy dialogue and foster coherence on youth employment issues; (ii) conduct action-oriented research and knowledge sharing; (iii) provide technical assistance to member States and promote specific and innovative partnerships for delivery of cost-effective interventions; and (iv) promote alignment and coordination of employment policies of the United Nations and other multilateral institutions.

-
- **Regional and national partnerships.** The ILO should continue to engage in the promotion of regional and national partnerships for youth employment, including in rural areas. These partnerships should include the involvement of youth networks of employers' and workers' organizations and may also incorporate other representative organizations of young people that are active in the promotion of decent work for youth at regional and national levels.
 - **Advocacy.** The ILO should raise awareness among young people on international labour standards and rights at work, employability and youth entrepreneurship, including through the establishment of networks for decent work for youth, use of social media and other outreach modalities. It should also monitor and report on rights for young workers globally.

Resource mobilization

55. In order to respond to increased demand for technical assistance, the ILO should develop a resource mobilization strategy to expand its technical cooperation activities in support of youth employment priorities of Decent Work Country Programmes as well as for regional and global initiatives. This strategy should specify the role that partnerships can play in mobilizing resources, from multiple sources, to address the youth employment crisis.

Appendix

International labour standards relevant to work and young persons

In addition to the Conventions on fundamental principles and rights at work and their related Recommendations – the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Forced Labour Convention, 1930 (No. 29); the Forced Labour (Indirect Compulsion) Recommendation, 1930 (No. 35); the Abolition of Forced Labour Convention, 1957 (No. 105); the Equal Remuneration Convention, 1951 (No. 100), and Recommendation, 1951 (No. 90); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Recommendation, 1958 (No. 111); the Minimum Age Convention, 1973 (No. 138), and Recommendation, 1973 (No. 146); the Worst Forms of Child Labour Convention, 1999 (No. 182), and Recommendation, 1999 (No. 190) – and to the priority Conventions on employment and labour inspection and their related Recommendations – the Employment Policy Convention, 1964 (No. 122), and Recommendation, 1964 (No. 122); the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169); the Labour Inspection Convention, 1947 (No. 81), and its Protocol of 1995; the Labour Inspection Recommendation, 1947 (No. 81); the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and Recommendation, 1969 (No. 133) – , these instruments include in particular: the Employment Service Convention, 1948 (No. 88), and Recommendation, 1948 (No. 83); the Labour Administration Convention, 1978 (No. 150), and Recommendation, 1978 (No. 158); the Private Employment Agencies Convention, 1997 (No. 181), and Recommendation, 1997 (No. 188); the Human Resources Development Convention, 1975 (No. 142), and Recommendation, 2004 (No. 195); the Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189); the Part-Time Work Convention, 1994 (No. 175), and Recommendation, 1994 (No. 182); the Promotion of Cooperatives Recommendation, 2002 (No. 193); the Workers’ Representatives Convention, 1971 (No. 135), and Recommendation, 1971 (No. 143); the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and Recommendation, 1983 (No. 168); the Migration for Employment Convention (Revised), 1949 (No. 97), and Recommendation (Revised), 1949 (No. 86); the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and the Migrant Workers

Recommendation, 1975 (No. 151); the Indigenous and Tribal Peoples Convention, 1989 (No. 169); the Occupational Safety and Health Convention, 1981 (No. 155), and its Protocol of 2002; the Occupational Safety and Health Recommendation, 1981 (No. 164); the Safety and Health in Agriculture Convention, 2001 (No. 184), and Recommendation, 2001 (No. 192); the Maternity Protection Convention, 2000 (No. 183), and Recommendation, 2000 (No. 191); the Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77); the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78); the Medical Examination of Young Persons Recommendation, 1946 (No. 79); the Protection of Wages Convention, 1949 (No. 95), and Recommendation, 1949 (No. 85); the Minimum Wage Fixing Convention, 1970 (No. 131), and Recommendation, 1970 (No. 135); the Social Security (Minimum Standards) Convention, 1952 (No. 102); the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168), and Recommendation, 1988 (No. 176); the Hours of Work (Industry) Convention, 1919 (No. 1), and the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30); the Night Work Convention, 1990 (No. 171), and Recommendation, 1990 (No. 178); the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Recommendation, 2006 (No. 197); the Domestic Workers Convention, 2011, (No. 189) and Recommendation, 2011 (No. 201); the Employment Relationship Recommendation, 2006 (No. 198); the HIV and AIDS Recommendation, 2010 (No. 200).