

ILO's Role in Promoting Youth Friendly and Employment-rich Growth

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Decent work deficit continue to be a menace at global and African levels

- ▶ **201.1** million unemployed in 2017, 3.4 million more over 2016
- ▶ **North Africa** has the highest rate : 12%; SSA : 7.2%
- ▶ However quality of employment is problematic, mostly in SSA
- ▶ **1.4 billion** people, or **42 % in vulnerable employment**. Every second person in emerging countries, 4 in 5 in developing countries. Women are more affected
- ▶ Extremely high **working poverty rates** (>65% in SSA, >45% North Africa)
- ▶ Consequences:
 - ▶ **Heightened social unrest** esp SSA. The index dropped in North Africa
 - ▶ **Increased willingness** to migrate (33% in SSA, 28% in NA)

Decent work deficit: the youth disproportionately bear the burden

- ▶ **71**million unemployed in 2016, 0.5 million more over 2016
- ▶ Youth unemployment **three times** the adult rate globally.
NA: **4x**; SSA : **2x**
- ▶ **156** million or **38%** suffer from working poverty, $\frac{3}{4}$ compared to $\frac{2}{3}$ for adults in SSA; $\frac{1}{4}$ vs $\frac{1}{5}$ in NA
- ▶ Consequences: **Time bomb?**
 - ▶ **Heightened social unrest.**
 - ▶ **Increased willingness** to migrate 20% in 2015 (38% in SSA, 32% in NA)

Comprehensive Employment Policy Framework

Macroeconomic policies that support aggregate demand

Monetary and financial policies, fiscal policy, exchange rate and capital account management policies

Design of the above policies to support structural/sectoral and labour market policies

Structural and sectoral policies

Trade, industrial, infrastructural, sectoral, enterprise policies

Education/Skills, migration, transition to formality, environmental sustainability

Long term unemployment, social protection

Labour market Policies and institutions

Active labour market policies, employment services, targeted measures for the vulnerable groups

Unemployment benefits, assistance to the unemployed, social assistance

Collective bargaining, wages, tripartism

Up to date LMIS, Institutional and policy coordination, M&E for NEPs

Focus of Employment Policy Department

- ▶ National Employment Policies
- ▶ Macroeconomic policies for full, productive and decent employment
- ▶ Youth Employment Promotion
- ▶ Structural, sectoral and employment intensive investment programmes
- ▶ Active Labour Market Policies
- ▶ Transition to formality
- ▶ **Skills development**

The department works in collaboration with other departments including enterprise department in enterprise policies

National employment policies and pro-employment macroeconomic policies

- ▶ Support towards formulation and implementation of national employment policies and incorporation of employment in NDPs
- ▶ Half (38) of the 76 countries world wide that have either dopted or in process of adopting NEPs are from Africa. 29 have adopted already. Others have mainstreamed employment directly into NDPs
- ▶ In the current biennium (2016-17) ILO is supporting 34 countries (27 NEP;7 Macro)in the world of which 17 are from Africa (assistance to the review of an existing; support to tripartite and/or inter-ministerial consultations and implementation; or carrying out situation analyses or thematic studies, contribution to work on macroeconomic analyses and policy dialogues)
- ▶ Capacity building, research, tools and guidelines - 60 of the 90 participants to our NEP, ALMPS and PES training in Turin came from Africa
- ▶ Coordination of the contribution to achievement of SDGs, particularly goal 8. Notes are being produced.

Youth Employment Promotion

- ▶ Youth employment strategies - stand alone or as part of NEPs (Ivory Coast, Madagascar and possibly other countries)
- ▶ Advisory services to youth employment programmes (Egypt, Malawi, Mozambique, Sudan, Tanzania, and Tunisia) Some programmes provide capacity building services and support to employers' organisations, e.g. for training needs identification in growing sectors in Tunisia, or in support to innovative PPP for youth employment in Tanzania.
- ▶ School-to-work transition surveys - around 30 were undertaken, a large proportion in Africa
- ▶ Impact evaluation of youth employment interventions (Morocco and Egypt) under the Taqweem project)
- ▶ A range of TC programmes have been implemented and a portfolio of others are being negotiated
- ▶ Out of the 26 countries targeted in this biennium, 10 are from Africa
- ▶ Training and capacity building - Academy on Youth Employment 50% of 60 participants from Africa
- ▶ Forging of partnerships: Global Initiative on Decent Jobs for Youth

Active Labour Market Policies

- ▶ Support to national Public Employment Services (Ivory Coast and Mali under the APERP project, several others in previous years); Tanzania, Namibia, Rwanda and South Africa
- ▶ Assessment of the capacity of PES, regulation of and collaboration with Private Employment Agencies
- ▶ Research and guidance materials
- ▶ Capacity building
- ▶ 5 of 11 countries targeted this biennium are from Africa

Transition to formality

- ▶ Policy and legal frameworks that facilitate transition to formality (formalisation strategy) in Ghana, South Africa, Madagascar, Zimbabwe
 - ▶ strengthened the transition to formality policy area in the DWCP and the draft new NEP for Côte d'Ivoire, DRC Congo, Tunisia
- ▶ Awareness raising:
 - ▶ promoted the R.204 in Côte d'Ivoire, Burkina, Madagascar, Ghana, Zimbabwe and Algeria, DRC through specific activities
- ▶ Special focus on gender equality and the needs of the vulnerable groups
 - ▶ conducted a sectoral survey on informality in the retail sector in Burkina Faso
- ▶ Capacity building - Acadamey on formalization of the informal economy
 - ▶ supported capacity building of African constituents through funding their participation to the course on integrated policy for transition to formality and the Academy on formalization (participants from South Africa, Namibia, Ghana, Burkina, Côte d'Ivoire, Morocco, DRC, Senegal, Zambia)

Employment Intensive Investment, sectoral, structural, fragility and green policies

- ▶ Development of sectoral strategies structural transformation policies
- ▶ Employment impact assessment methodologies
- ▶ Employment intensive methodologies
- ▶ Promotion of rural and local employment
- ▶ Fragile states and disaster response - The Jobs for Peace and Resilience; From Fragility to Resilience through decent work
- ▶ 12 out of 29 countries for the current biennium are from Africa

What works?

- ▶ Diverse portfolio - difficult to generalise in such a short period of time
- ▶ Employment policies and programmes must look at both demand and supply sides, policies at different levels (macro, sectoral and labour market) as well as quantity and quality, be based on solid evidence and diagnostic analysis
- ▶ Implementation is key- a policy wont generate employment. Implementation plan and structure, pro-employment budgeting and political will are key
- ▶ Policy coherence
- ▶ Implementation almost impossible without involvement of social partners and of economic and planning Ministries. China and Korea are success stories. Rwanda and South Africa are some of the good practices.

What does ILO bring to the Jobs for Africa Foundation

- ▶ All of the above technical expertise, tailored to the needs of employers and workers
- ▶ The network of experts in the field - 4 Decent Work Teams, Country Offices and all the Branches and Units in Geneva can be called upon when necessary through the usual protocol

Recommendations for the future

- ▶ Africa should adopt a multi-pronged approach to structural transformation depending on the level of development and context of each country
- ▶ Where possible value addition should be promoted in manufacturing and other industries, but also capitalise of the opportunities that services bring especially with advances in technology
- ▶ Agriculture remains the back-bone of many economies. Promoting agricultural diversification and forward linkages, increasing productivity through smallholder farmers or high value crops is key
- ▶ **Macroeconomic policies should play a dual role of stabilising the economy and being agents of development**
- ▶ **Active labour market policies and employment services are vital, especially if implemented in a coordinated manner**
- ▶ **Role of employers in skills development, employment services, macroeconomic policies**

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a modern, layered effect. The rest of the background is plain white.

Thank you

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