



Decent Work and Youth: Main Challenges and Perspectives in the Context of Globalization and Hemispheric Development

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A. Youths in the Job Market ALC

- 106 million youths between 15 and 24 years of age:
 - 48 million inactive
 - 48 million working
 - 10 million are unemployed

- 49 million are students

Is work important for young people?

Survey in Perú: in your opinion, **What is the main fear for young people today?**

RESPONSES	Total %	SEX		SOCIOECONOMIC LEVEL		
		Male	Female	A/B	C	D/E
Lack of Work	34	37	32	53	30	29
HIV/AIDS	26	27	25	18	29	26
Violence	18	18	18	12	18	22
Unwanted pregnancy	15	14	16	14	18	11
Sexual violence	5	1	8	-	5	8
Cancer	1	3	-	-	-	4
Not specified	1	-	1	3	-	-
TOTAL	100	100	100	100	100	100
Sum of Interviews Conducted	172	79	94	34	87	51

What do you believe is the main difficulty facing young people seeking to enter the adult life?

RESPONSES	Total %	Age Group			SOCIOECONOMIC LEVEL		
		18 - 29	30 - 44	45+	A/B	C	D/E
Low level of education	36	38	37	33	36	37	36
Lack of job opportunities	28	21	30	35	22	26	36
Job instability	10	14	7	8	11	9	11
Difficulties achieving independence from their family	10	10	11	8	11	13	4
Low salary	8	9	9	7	11	8	7
Inadequate job training	6	7	5	4	6	7	3
Not specified	2	1	2	3	4	0.4	3
Total %	100	100	100	100	100	100	100
Sum of Interviews Conducted	476	172	171	133	90	233	154

Which of the following programs does the government need to give priority to in order to improve the situation for young people? (multiple responses)

RESPONSES	Total %	SEX		SOCIOECONOMIC LEVEL		
		Male	Female	A/B	C	D/E
Program of youth employment	55	56	54	57	57	51
Program on the prevention of gang and youth violence	42	37	46	36	47	37
Educational program about sexual health and reproduction	29	29	29	34	24	34
Program about control of and rehabilitation from the consumption of drugs	21	16	27	19	21	24
Program for the promotion of artistic and athletic abilities of young people	20	22	18	20	21	18
Program for promoting the political participation of young people	19	22	17	23	19	16
Not specified	2	3	2	2	2	4
Sum of Interviews Conducted	476	236	240	90	233	154

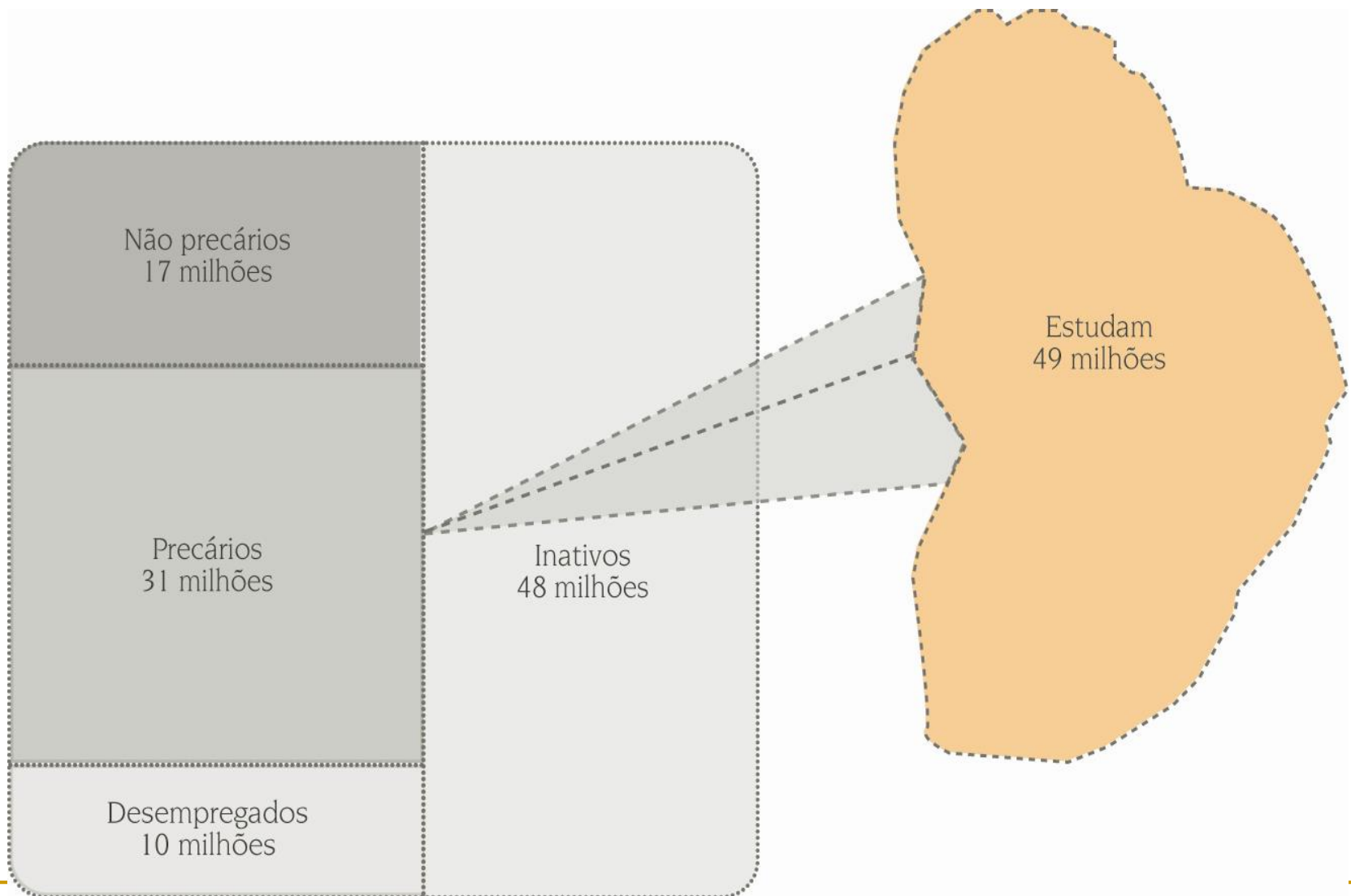
Youth unemployment

- Rate of open unemployment of young people: 16% (adults: 5%)
- But unemployment is not the only problem that young people face in the labor market:
 - 31 million in informal or precarious conditions.
 - 22 million do not study or work (of that total 72% are women and 28% are men)

Difficulties of access to the job market:

- Youth:
 - 20% total employment
 - More than 31% of the total have completed all years of their schooling
 - More than 40% have access to information technologies
 - They receive only 10% of the income from work
- This has to do with the factors that limit the productive use of these assets, whose nature varies from country to country, but also has roots in the widespread image that youth are willing to accept the worst working conditions in exchange for experience

106 million youth (15-24 years of age) in Latin America and the Caribbean



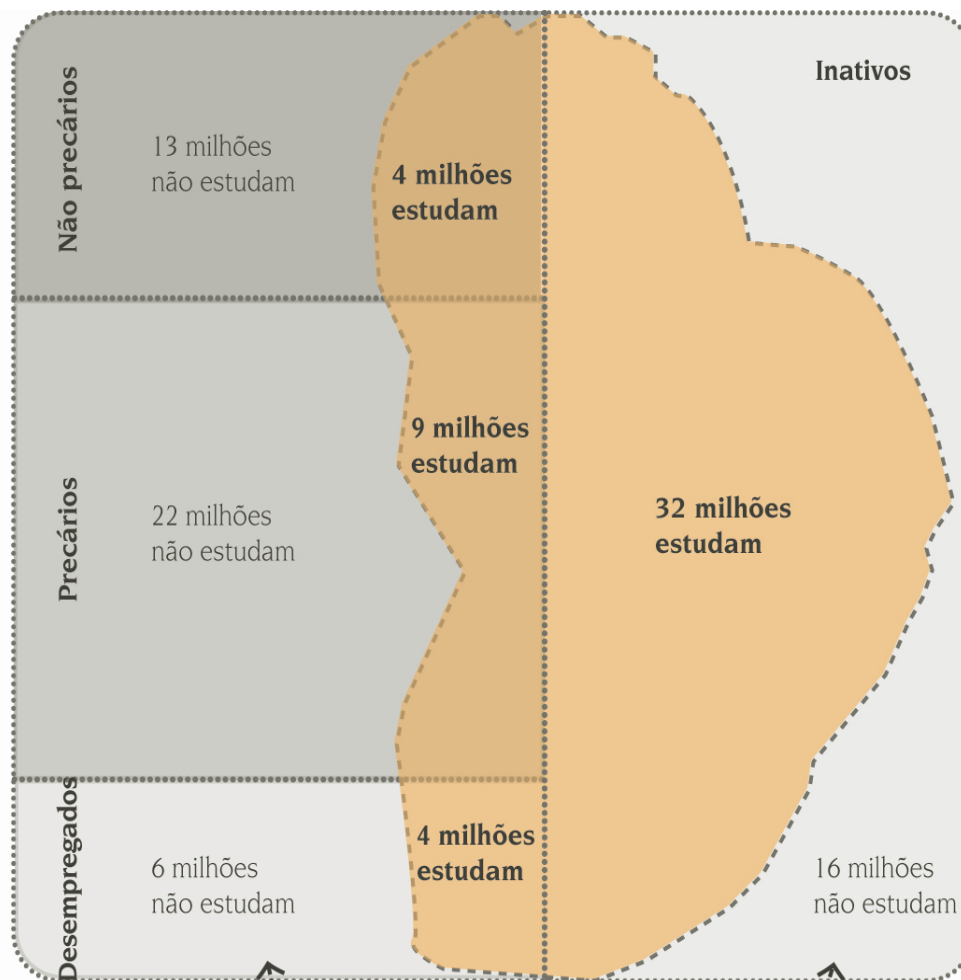
Não precários Trabalham em uma atividade econômica em forma remunerada e contam com seguridade social em saúde ou pensões.

Precários Trabalham em uma atividade econômica em forma remunerada e não contam com seguridade social em saúde e pensões.

Desempregados Não trabalham no momento e estão procurando emprego.

Inativos Não trabalham e não estão procurando emprego.

 População de jovens que **estuda**



População de jovens que não estuda nem trabalha: 22 milhões

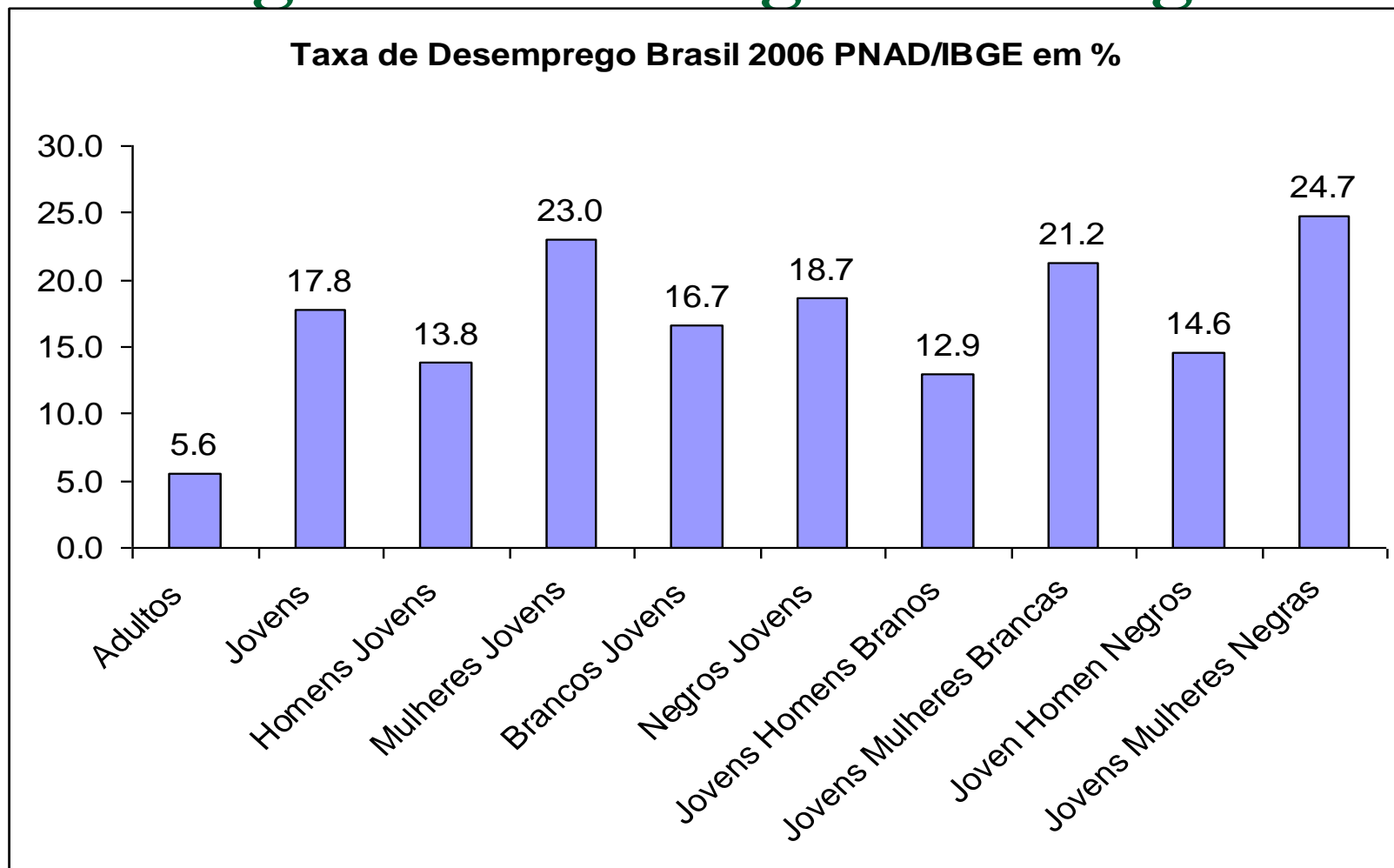
Magnitude and Heterogeneity

- Three groups require special attention:
 - Those that do not study and those that do not work (22 million)
 - The unemployed (10 million)
 - Those that work in informal or precarious conditions (31 million)
- Magnitude of the problem – consequences for the formation of policies: **high demand for quality in the interventions and widespread coverage.**
- The world youth is highly heterogeneous in terms of characteristics and their needs of intervention

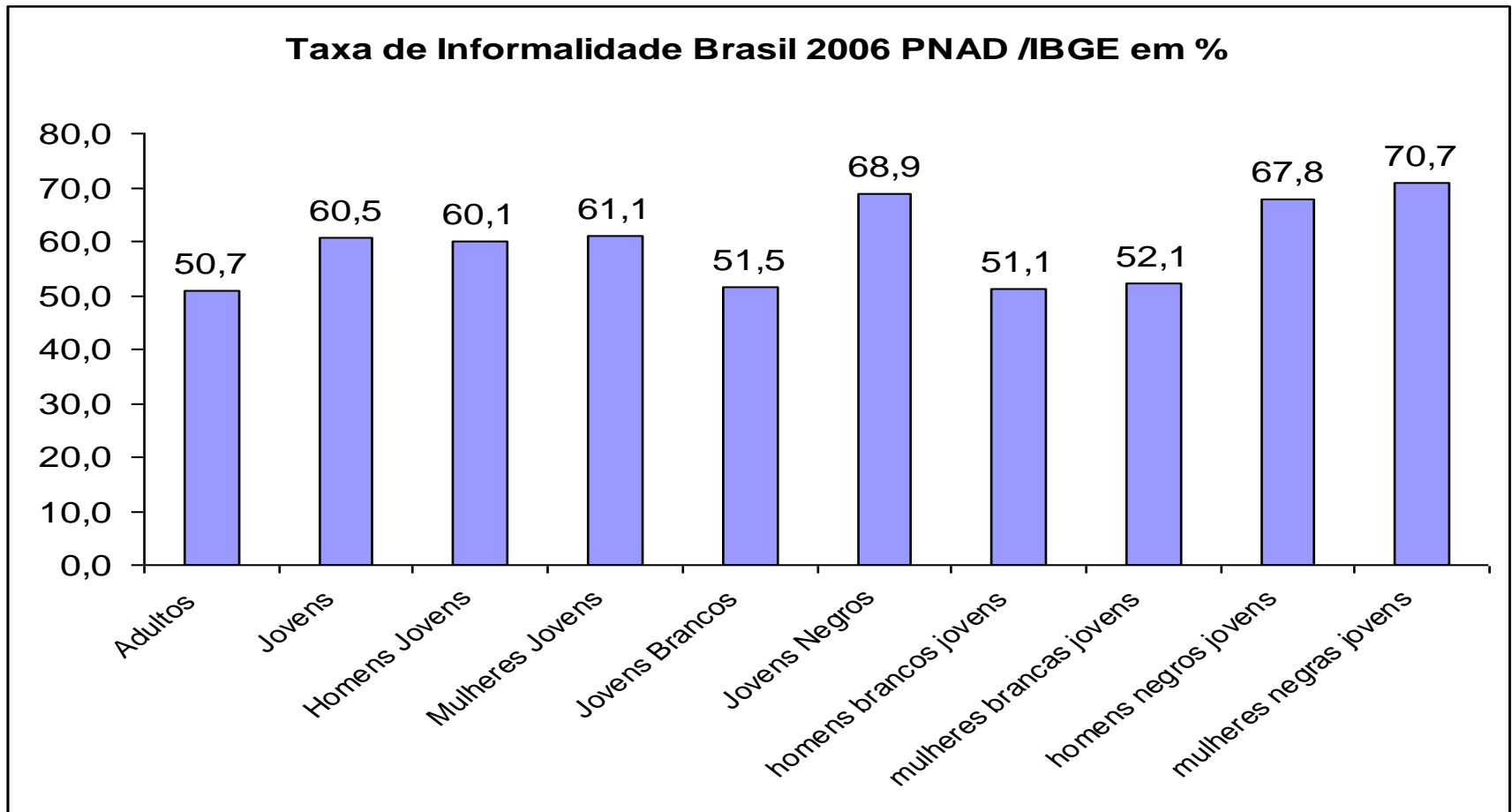
B. Inequalities of gender and race/ethnicity

- Inequalities accentuated *between youths* in the main indicators of the job market (social origin, gender, and race/ethnicity)
 - unemployment
 - inactivity
 - occupation
 - formal / informal
 - Concentration on some specific categories in which the deficit of decent work is most accentuated (ex: the female domestic workers)
 -and therefore, the opportunities of construction of trajectories of decent work
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Rate of unemployment: the determinants of gender have a greater weight

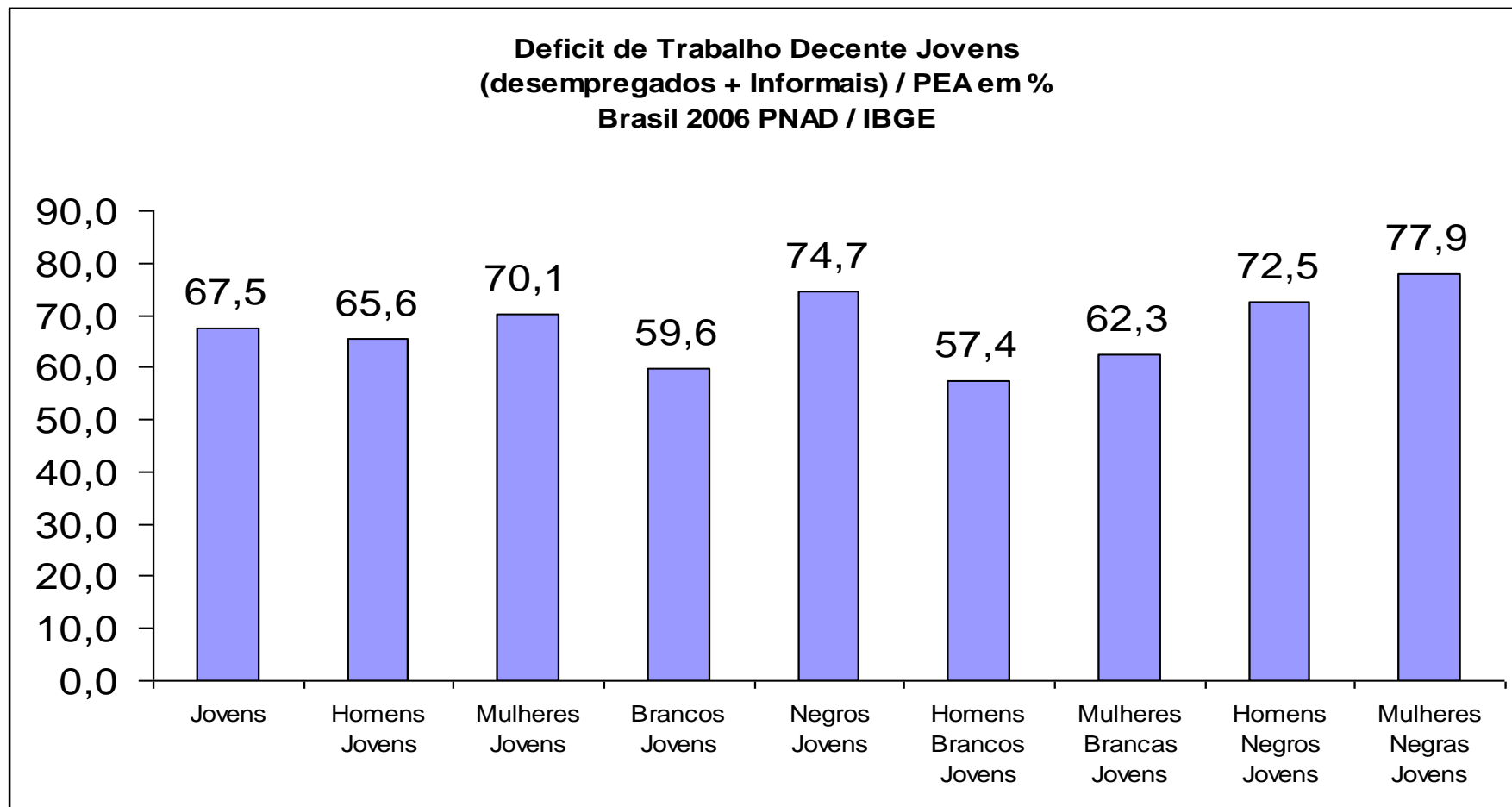


Rate of Informality: the racial condition has the greatest incidence



Source: Elaboração própria a partir dos microdados da PNAD

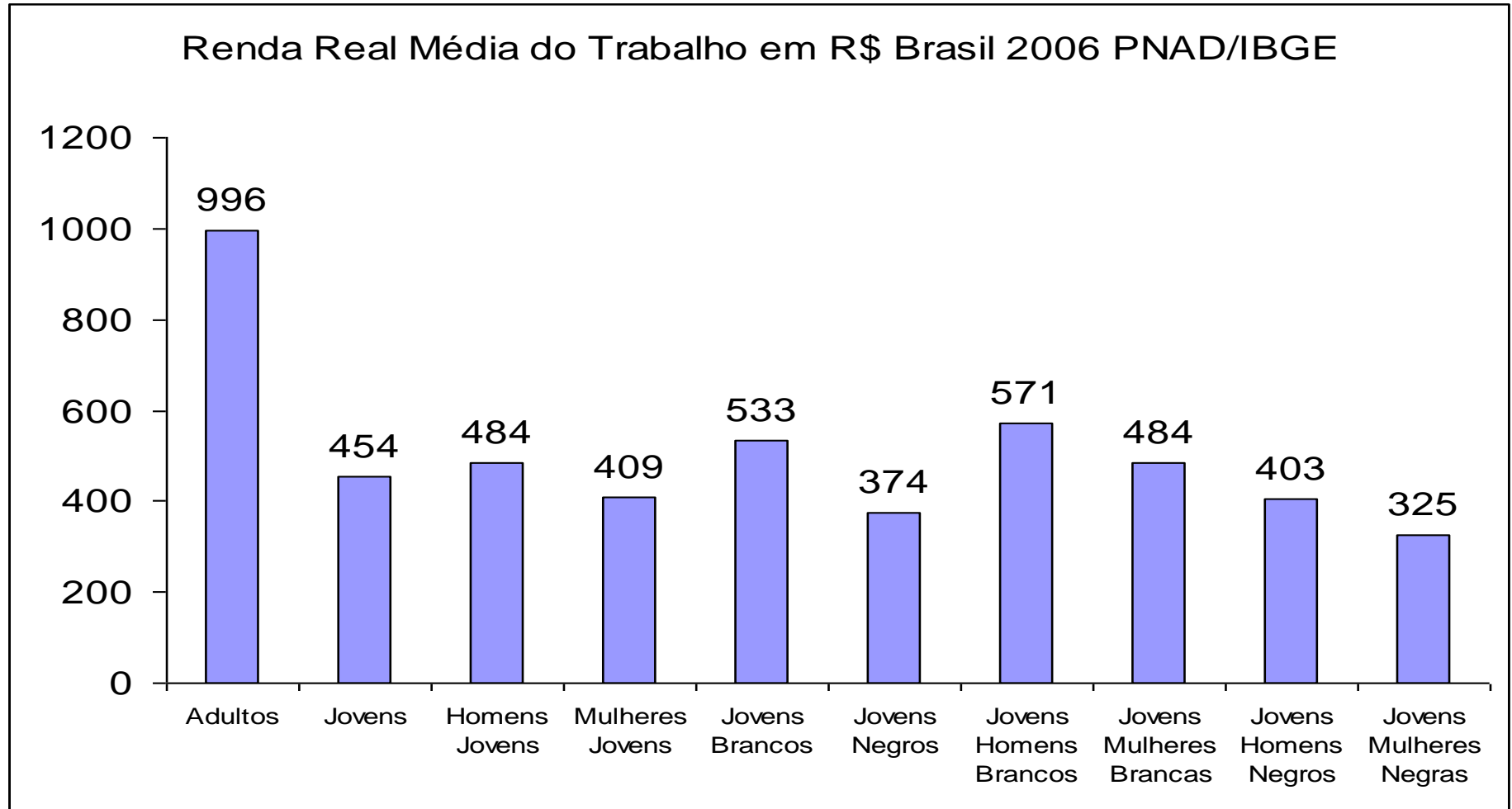
Deficit of Decent Work: youth (indicator: deficit of formal employment)



Source: Elaboração própria a partir dos microdados da PNAD

Real Median Income of work: youths

Brazil 2006



Source: Elaboração própria a partir dos microdados da PNAD – excluídas as pessoas sem rendimento.

Domestic work and female juvenile in Brazil (2006)

- A significant percent of the total occupied youth in Brazil (7,4 millones) are domestic workers:
 - 16,6% of the total (1.2 million)
 - 10,9% of white women (408 thousand)
 - 22,8% of black women (808 thousand)
- 89.3% (1,1 million) of the total youth domestic workers do not have social security

C. Trajectories of decent work for youths

- With regards to the first insertions in the job market, it is essential to define:
 - The expectations of the youth
 - Their perspectives of an employable future
 - Child labor is a threat to the possibility of constructing a trajectory of decent work
 - The premature insertion in the job market determines the chances of obtaining adequate remuneration in adulthood
 - A trajectory toward decent work has to begin with a quality education, professional formation and the accumulation of productive experience
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But what is decent work?

Decent work is any productive occupation and adequately remunerated, exercised in conditions of freedom, fairness and security and is capable of ensuring a dignified life for people.

- Concept formalized by the OIT in 1999 during the 87th International Conference on Labor
- Synthesize the objectives main fundamentals of the historic mandate of the OIT with reference to:
 - The right to work
 - Generation of employment and quality employment
 - The protection of those who depend on work to live:
 - The organization, voice and representation of interests of the actors of the working world

A paradigm that proposes a strategy for intervention

- Aims to be more than a concept, a paradigm that proposes a strategy of action while facing:
 - The roads of globalization and the debate about the importance of work
 - The global employment crisis, does not represent only the high rates of unemployment but also the high rates of precarious situations of jobs:
 - 195 million unemployed
 - La mitad de todos los ocupados (nearly 1.4 billion peoples) live on less than US\$ 2 per day, which means that they are living in a situation of poverty;
 - 20% of them are living in a situation of extreme poverty (live on less than US\$ 1 per day)
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DECENT WORK:

Pronouncements of State and Government Leaders in the American Hemisphere

■ 2003

Consensus of Mar del Plata. Argentina and Brasil.
XIII Meeting of the Cúpula Ibero-americana.

■ 2004

Act of Copacabana. Argentina and Brazil.
Declaration of Nuevo León. Meeting of the Cúpula Extraordinaria of the Américas.
Declaration of Guadalajara. IV Meeting of the Cúpula European Union /The
XIV Meeting of the Cúpula Ibero-Americana. San Jose, Costa Rica.
III Meeting of the Cúpula Suramericana. Cuzco, Peru.

■ 2005

Meeting of the Cúpula Mundial. New York, USA.
XV Meeting of the Cúpula Ibero-Americana. Salamanca, España.

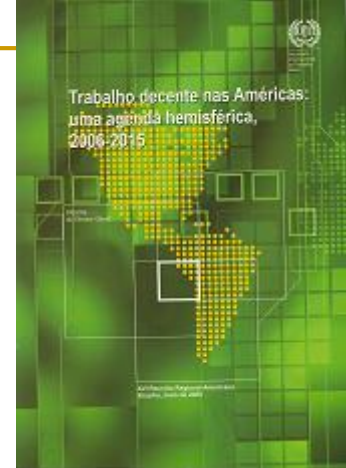
IV Meeting of the Américas

■ 2006

IV Meeting of Cúpula. European Union / Latin America and the Caribbean

A decade of the promotion of decent work in the Americas (2006-2015)

- IV Cupula of the Americas: To generate decent work to overcome poverty and guarantee democratic governability
- *Hemispheric Agenda of Decent Work (AHTD)* elaborated by the General Director of the OIT as a way of helping the Declaration return to reality and the Plan of Action of Mar del Plata presented at the XVI Regional American Meeting, (Brasilia, May 2006)
- Political propositions in 11 areas of intervention



AHTD: Employment for the Youth



Objective: TO PROMOTE A BETTER
FORMATION AND INSERTION
OF THE YOUTHS IN THE LABOR
MARKET

Goal: TO REDUCE BY 50%, IN TEN YEARS,
THE PROPORTION OF YOUTHS WHO
DO NOT STUDY NOR WORK

AHTD: Recommendations of policies to promote better formation and inclusion of youths in the labor market



1. Policies that reduce the expulsion of youths from the educational system
 2. Policies oriented toward opportunities for youth employment and the development of professional formation
 - Measures oriented toward promoting business initiatives in youths
 - Incentives for contracting youths in formal employment
 - Measures oriented toward facilitating the link between youth and market demands;
 - Promotion for the certification of competent professionals.
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AHTD: Recommendations of policies to promote better formation and inclusion of youths in the labor market



3. To give importance to technologies for information and communication. As long as significant portions of young people are excluded from these developments, they will also remain excluded from future job markets;
 4. To raise the level of qualification and professional competence
 5. To develop processes of consulting youths themselves in the process of formulating these and other policies to generate employment for youth, in agreement with the recommendation at International Conference on Labor in June of 2005.
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Regional Report: Decent Work and Youth in Latin America



- Each year, the Regional Office of the ILO for Latin America and the Caribbean selects one of the priorities from the Hemispheric Agenda and develops a deeper diagnostic for the issue.
- The first topic chosen was DECENT WORK FOR YOUTH, which demonstrates the importance of the theme in AHTD.
- The report “Decent Work and Youth” was launched September 6, 2007 in Santiago de Chile by the General Director of the ILO
 - Available for viewing at OIT/Lima, www.oit.org.pe.
 - The executive review, in Portuguese, is also available on the OIT/Brasil website, www.oit.org.br.

TRAYECTORIA OF DECENT WORK: PROPOSALS



1. A better articulation with the productive world
2. An adequate regulatory framework: combining protection and promotion
3. Strengthened and improved quality of social protection
4. Education and formation for work
5. Formation and business development
6. Promotion of inclusion
7. An effective insitutional framework
8. Contribution from the workers' organizations and employers

D. Incorporation of gender and race in the proposals of policy for youth

- The indicators presented give evidence of the strong incidence that gender and race are determinants in the conditions of employment and opportunities of decent work for youths
 - As a result:
 - The policies for youth have to adequately consider these dimensions and face the greatest difficulties and obstacles, the same challenges which the most excluded and discriminated against face.
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The fight against discrimination

- Importance of statistical systematic and permanent information about gender inequalities and race and monitoring its evolution
 - Greater coverage of maternal protection and its effective completion
 - Development and perfection of the normative framework for the fight against discrimination and the promotion of equality
 - Reinforcing the fiscal nature of work
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Active policies of the labor market for social inclusion and the equality of opportunities

- For this, it is necessary to specifically include the objective of:
 - Promoting the employment of women and other discriminated groups (indigenous, afro descendants, migrants)
 - Reduce the existing inequalities in other sectors
 - This implies:
 - Review the criteria for eligibility and focalization of these programs,
 - Establish qualitative goals in terms of sex and race/ethnicity with respect to the desired results
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Adolescent maternity and youth employment

- It is fundamental to link the politics of the promotion of decent work for youth to the politics of reproductive health
- The adolescent maternity is a strong obstacle in the insertion of youth in the labor market in equality in conditions for youths.
- Support for the entrance and permanence in the educational system and the labor market to young pregnant individuals or youths who are already mothers: maternal license, access to daycare centers, etc....

Policies to expand employment opportunities for young people with family responsibilities

- Generalized perception that the woman is the main individual responsible for domestic tasks and the family, and this impedes the ability for her to dedicate herself completely to the remunerated work.
 - Unequal distribution of domestic tasks, added to the lack of child care support, constitute great barriers for the incorporation of young women to the job market, especially among the poorest
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Policies to expand employment opportunities for young people with family responsibilities

- Importance of the policies of conciliation between work and family life for youth
 - ✓ Area of particular relevance for the equality of opportunities for youth that are in the reproductive stage
 - These do not have to be problems of women and working mothers alone, but it is also an issue which concerns workers of both sexes, (Convention n. 156 of the ILO)
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Other Political Compromises: MILLENNIUM GOALS AND YOUTH

Declaration of the Millennium Goals by the United Nations (2000): agreement of 189 Heads of State and Government to “develop and implement strategies that give youths all over the world a real opportunity to find decent and productive work.”

Development Objectives of the Millenium Goals:

- The goal is by 2015, formulate and execute strategies that permit youth to obtain decent and productive work (goal 16 of the ODM 8).
- Promoting the employment of youth is a strategy for poverty reduction (ODM 1) and allows for the transition from school to work (ODM 2).



Other Political Compromises:

YOUTH EMPLOYMENT NETWORK – REJ (YEN)

Initiative of the Secretary General of the United Nations, accompanied by the President of the World Bank and with the General Director of the ILO (who works at the executive secretariat);

Brasil made itself one of the Leading Countries of the REJ in September 2003, during the 1st Round Table on the Youth Employment Network.

Thematic global priorities:

- Employability: invest in education and in the professional qualification of youth
- Entrepreneurship: facilitating self-employment and other forms of association
- Equality of Opportunities: give the women the same opportunities offered to the men
- Creation of jobs: put the creation of new jobs at the center of macroeconomic policy.



Resolution on the 93rd International Conference on Labor about the promotion of employment of youths, 2005

- Inclusion of questions relative to youth employment in the plans of national development, in the strategies of poverty reduction and regional and national strategies of employment;
- Integration of macroeconomic policy and social policy, including social policy and the necessity of constant efforts to increase the global demand, stabilize and promote economic growth, associating these efforts with microeconomic policies directed at young men and women;
- Introduction of specific laws and regulation about the question of youth employment, prohibiting age discrimination. The inspection of work possesses a fundamental role to guarantee the respect of the rights of young workers and quality working conditions;



Resolution on the 93rd International Conference on Labor about the promotion of employment of youths, 2005

- Creating more jobs for youth, supporting education and training in the areas of entrepreneurship and cooperativism;
- Implementation of active policies of the labor market and job creation programs for young people and/or improve their employability, using instruments to meet the needs of disadvantaged youth;
- Dissemination of the education model that combines school education with training and learning for work. Participation of social agents in the elaboration and implementation of these programs helps to ensure its effectiveness.



Resolution on the 93rd International Conference on Labor about the promotion of employment of youths, 2005

- Have quantitative and qualitative data on youth employment at the national level(separated by age and sex); working conditions of young people(both in the formal economy, or at the informal level) and other variables of interest for each country, such as ethnic origin and geographical situation before implementing programs and policies to ensure decent work for youth;
- To ensure the participation of civil society in developing national legislation, which increases the likelihood that the promotion of employment and business start-ups will not comprise the rights of workers;
- Develop policies and programs aimed at young people, in an integrated and coherent manner, like the participation of representatives from government, civil society and especially young people themselves;



Resolution on the 93rd International Conference on Labor about the promotion of employment of youths, 2005

- Linking the strategy for promoting youth employment to a macro policy that encourages economic growth, through a program of development oriented employment which includes measures to address both supply and demand of the labor market
- To promote and encourage the development and implementation of projects promoting the creation micro, small and medium enterprises and cooperative that promote entrepreneurial culture, to enhance the creation of jobs for young people;
- Investing in training young people for the labor market oriented in line with market opportunities, in a general and flexible manner, so as to adapt to market developments;
- Develop small-scale programs designed to meet the specificities of the beneficiaries, which have as their basis an analysis based on the local employment situation and the characteristics of workers, and where steps are included to improve their skills and capabilities.



National Agenda for Decent Work



- Agreement reached between the President of the Republic and the General Director of the ILO (Memorandum of Understanding) in 2003
- In 2006, during the XVI American Regional Meeting, in Brasilia, the Brazilian Government officially launched the National Agenda for Decent Work (ANTD), developed in consultation with the workers and employers organizations
- **Since then, the ILO/Brazil work has focused on 3 priorities defined in ANTD:**
 - **Generate more and improved employees, with Equality in opportunity and treatment**
 - **Erradicate Slavery and Child Labor, especially in the worst forms**
 - **To strengthen the tripartite actors and the Social Dialogue**

Priority 1: Generate More and Improved Jobs, with Equality in Opportunities and Treatment



- **Line of action: Public Policies of Employment, Administration and Labor Inspection**
 - Strengthening of policies of promotion of youth employment, in consonance with the recommendations of the Youth Employment Network, such as the Resolution reached by the International Labor Conference regarding Youth Employment (June 2005).
 - **Line of action: Promotion of Equality of Opportunities and Treatment and the Combat against Discrimination**
 - Implementation of programs and actions that combat discrimination in the workplace, with special attention to women, black population, and **youths**...
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Promotion of Youth Employment in Latin America - PREJAL

Main Objective:

To contribute to the fulfillment of the goal established in the Millennium Declaration to “develop and implement strategies that give young people in the world a real chance to find decent and productive employment.”

Promotion of Youth Employment in Latin America - PREJAL

Project Strategy

- Recommendations from the Group of High Level from the REJ and the resolution of the ILO and NNUU.
- Global Program of Employment of the ILO (Conventions and Recommendations).
- Tripartite Declaration of the Principles of the MNEs and social policy.
- Hemispheric Agenda for the promotion of decent work
- To raise awareness and promote the inclusion of the youth employment objective in public policies → National Plans of Action of Employment for Youth.
- To improve capabilities in the public realm.
- Develop and promote initiatives that can serve as references to the political public and for the private sector.
- Gender: transversal factor in the project

Promotion of Youth Employment in Latin America - PREJAL

- 4 Years (2005-2009),
8 beneficiary countries:

- Argentina
- Brazil
- Chile
- Colombia
- Honduras
- Mexico
- Peru
- Dominican Republic

- Associates of the ILO:

- Ministry of Labor of Spain and AECI
- Associated Agents (CEOE):
 - Adecco
 - Endesa
 - Grupo Santander
 - Fundación Telefónica
 - Prosegur
 - Fundación Real Madrid

“Today’s youth ask that their voices are heard, the issues that affect them are considered, and that their role is recognized. Rather than being viewed as an object in the policies that seek employment, they want to be accepted as part of the development, helping to define a common path and create a future for all.”

Recomendações do Grupo de Alto Nível da Rede de Emprego para os Jovens incluídas na Carta do Secretário Geral das Nações Unidas ao Presidente da Assembleia Geral, 2001.

THANK YOU!

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