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SECOND ITEM ON THE AGENDA

Renewing commitment to youth employment by endorsing a follow-up plan of action on youth employment for the period 2020–30

Purpose of the document

The resolution “The youth employment crisis: A call for action”, adopted by the International Labour Conference at its 101st Session (2012), was given effect by the Office through a seven-year follow-up plan that ended on 31 December 2019. This document proposes the main elements of a follow-up plan of action on youth employment for the period 2020–30. It takes into consideration the current and future needs of constituents in addressing the challenge of youth employment and responds to an evolving world of work in the context of the ILO Centenary Declaration for the Future of Work.

The Governing Body is invited to provide guidance on the proposed elements of the follow-up plan of action on youth employment for 2020–30 (see the draft decision in paragraph 32).

Relevant strategic objective: Employment.

Main relevant outcome: Outcomes 3, 4, 5 and 7.

Policy implications: The guidance of the Governing Body will inform the planning and implementation of further Office work on youth employment for the period 2020–30.

Legal implications: None.

Financial implications: Extrabudgetary resource mobilization for the implementation of the follow-up plan of action.

Follow-up action required: The creation of an interdepartmental youth employment action group, the implementation of the follow-up plan of action and biennial reporting on it to the Governing Body.

Author unit: Employment Policy Department (EMPLOYMENT)/Employment and Labour Market Policies Branch (EMPLAB).

Related documents: Resolution and conclusions “The youth employment crisis: A call for action”, 2012; GB.316/INS/5/2; Programme and Budget for the biennium 2020–21; ILO Centenary Declaration for the Future of Work and its resolution, 2019.

I. Background and context

1. In the light of a changing world of work and a continuously evolving global youth employment challenge,¹ the Office proposes this follow-up plan of action on youth employment for the period 2020–30. The objective of the follow-up plan of action is to strengthen coherent policy responses and scale up impact to address the current situation as well as to ensure a better future of work for young people. It recognizes the different dimensions of the youth employment challenge and pays due consideration to regional, country and local specificities.
2. The situation of young people in the labour market has not improved significantly since the discussion on youth employment at the 101st Session of the International Labour Conference in 2012. Indeed, the global youth unemployment rate has increased slightly, from 13.4 per cent in 2012 to 13.6 per cent in 2019. This aggregate figure masks considerable regional variation, with the youth unemployment rate ranging from 10.8 per cent in Africa to 22.9 per cent in the Arab States. Globally, the share of young people who are not in employment, education or training (NEETs) has also increased slightly since 2012, and today one fifth (22.2 per cent) of young people worldwide fall into this category, and two out of three of these are young women. Thus, target 8.6 of the 2030 Agenda for Sustainable Development (2030 Agenda) to substantially reduce the proportion of young NEETs by 2020 will not be reached. Regional variations are pronounced – in the Europe and Central Asia region, for example, NEET rates have fallen significantly, dropping to 14.5 per cent in 2019. To a large extent, this is due to significant reductions in the European Union in the wake of large-scale interventions undertaken as a part of the Youth Guarantee scheme, although with a difference between the figures for young women (16.7 per cent) and young men (12.4 per cent). In the Americas, NEET rates are closer to the global average, constituting 19.1 per cent of the youth population in 2019. Elsewhere, the rates are even higher and gender disparities more pronounced; for example, in the Arab States, 34 per cent, or one in three, young people were NEETs in 2019. In Asia and the Pacific, the corresponding figure was 24.2 per cent, or one in four. In both regions, young women are almost three times as likely as young men to be in this category.^{2, 3}
3. In addition, young people who are employed often encounter poor job quality. Some 126 million young workers (29.3 per cent) live in extreme or moderate poverty. Young workers in Africa are most severely affected; over 64 per cent live in poverty. Informal employment among young people is usually high, with three in four young workers worldwide in informal employment in 2016. The rate is even higher in Africa and Asia, where 95 per cent and 86 per cent, respectively, of all young workers were in informal employment that year.
4. Globalization trends, demographic shifts, new technologies and climate change further complicate the current youth employment challenges. The global economy remains sluggish as geopolitical tensions, social unrest and trade barriers drag growth. In 2019, real global economic growth is estimated to have fallen to 2.9 per cent while the growth of global trade is estimated to have weakened considerably to 1.1 per cent, the lowest rate of growth since

¹ The ILO relies on the United Nations definition of “youth” as persons aged 15–24 years. The Office nevertheless has expanded its analytical scope to consider a wider definition, encompassing persons aged 15–29 years.

² ILO: *Global Employment Trends for Youth 2020*.

³ ILO: *Time to Act for SDG 8: Integrating Decent Work, Sustained Growth and Environmental Integrity*, 2019.

the 2008 global economic crisis. Continued deterioration in these areas is particularly detrimental for young people, as their employment prospects, relative to older workers, are more sensitive to business cycle variations and economic downturns.

5. Although the population is ageing globally, there will be many more young people entering the labour market in emerging and developing countries where the vast majority (89.2 per cent) of the 1.3 billion young people will live in 2030. This puts enormous pressure on economies to create decent jobs for young people to match labour supply. Furthermore, while an ageing population places growing pressures on social security systems, it also presents new employment opportunities for young people in the care and other related service sectors.
6. Technology poses both risks and opportunities for young people. Technological advancement is a major driver of new employment opportunities, including in jobs connected to digital technologies (for example, in the platform economy). These advances offer a wide range of new and diverse forms of employment, which allow for greater flexibility, particularly for young people with disabilities or care responsibilities. At the same time, there are concerns regarding the quality of these jobs. In addition, while young people are in most cases more knowledgeable with regard to digital skills and thus better positioned than older workers to make the transition to new technology-related jobs, they tend to have limited work experience and networks, which diminish their chances of accessing decent jobs.
7. Young people have been on the forefront of campaigns for environmental sustainability. Climate change has far-reaching implications for societies, production systems and labour markets, which may lead to the climate-related migration of young people. Addressing climate issues and expanding the circular economy may create new job opportunities, if matched with appropriate skills.
8. Whether young people believe that they will be better off than their parents largely depends on where they live. Surveys show that most young people in high-income countries believe that they will be worse off than their parents in terms of future income prospects, while the majority in low-income countries expect that they will be better off. In general, this optimism is driven by the expectation of life satisfaction and financial and job security, in particular in emerging economies, such as Brazil, China and India. Developed countries, such as Belgium, France and Spain, are at the other end of the spectrum. Reality, in terms of the availability of jobs, might differ from these expectations. Previous generations of young labour market entrants might realistically have aspired to having a “job for life”. Today’s young people find themselves increasingly engaged in multiple jobs, often part-time, with more than one employer simultaneously. In this context, the question arises of whether young people will still be able to obtain a status not dictated by their parents’ socio-economic situation.⁴
9. These current and future challenges of youth employment around the world have contributed to the continuing strong international interest in youth employment and an increase in country-level demand for ILO support in this area. The importance attached to the topic by international forums such as the G20 and the BRICS,⁵ as well as by the United Nations (UN) system and other multilateral organizations, regional banks and the private sector, is indicative of the magnitude of the challenge.

⁴ See ILO: *Addressing the situation and aspirations of youth*, Issue Brief No. 2 prepared for the second meeting of the Global Commission on the Future of Work, 2018.

⁵ A grouping of Brazil, the Russian Federation, India, China and South Africa.

10. The ILO has a long-standing history of work on youth employment. In the wake of the recession of 2008–09, which had a huge impact on youth employment, the International Labour Conference, at its 101st Session (2012), adopted the resolution: “The youth employment crisis: A Call for action” and its accompanying conclusions. Subsequently, at its 316th Session (November 2012), the Governing Body decided to implement the resolution through a follow-up plan on youth employment for the period 2012–19.⁶ The follow-up plan was fully implemented and ended on 31 December 2019.
11. Building on the policy lessons learned in recent years and in the light of the latest developments as noted above, it is crucial that the ILO renew its commitment to youth employment, in particular through a follow-up plan of action for 2020–30. A high-level independent evaluation of the ILO’s strategy and actions for improved youth employment prospects 2012–17, carried out in 2018, noted that the call for action remains as relevant as ever and, based on the results achieved during the evaluation period, recommended continued ILO action to address youth employment. It also called for renewed action on youth employment with an emphasis on demand-side action and a focus on future of work issues, along with partnerships and sustained resource-mobilization efforts. At its 334th Session (October–November 2018), the Governing Body requested the Director-General to take into consideration the recommendations of the high-level independent evaluation and to ensure their appropriate implementation.⁷
12. It is also important that the follow-up plan of action for the next decade be fully anchored in the ILO Centenary Declaration for the Future of Work, which was adopted by the Conference at its 108th Session (June 2019). This Declaration refers to the imperative to act with urgency to seize the opportunities and address the challenges to shape a fair, inclusive and secure future of work with full, productive and freely chosen employment and decent work for all. In the accompanying resolution, the Conference invites the Governing Body to ensure the follow-up on, and regular review of, the implementation of the Centenary Declaration, which will have implications for youth employment. Furthermore, at its 73rd session (2019), the UN General Assembly adopted resolution 73/342, recognizing the particular relevance of the Centenary Declaration in informing the work of the UN system to shape a human-centred approach to the future of work and requesting the UN funds, programmes, specialized agencies and financial institutions to consider the integration of the policy contents of the Centenary Declaration as part of the United Nations Sustainable Development Cooperation Framework.
13. The need to scale up action on youth employment is strong and widely recognized. As a new decade begins, with only ten years until the deadline for achieving the Sustainable Development Goals (SDGs), the youth employment targets of the 2030 Agenda will not be met unless there is collective action by all stakeholders to address the youth employment challenge in all its dimensions.
14. Thus, the follow-up plan of action for 2020–30 takes into consideration both the current and future needs of constituents in addressing the challenge and opportunities of youth employment and the lessons learned by the Office and its partners on the subject over the past decade. It recognizes that the ILO, as a tripartite and normative organization beginning its second century, has a unique role to play in the international community in ensuring full, productive and freely chosen employment for young people, in accordance with the relevant Conventions and Recommendations.

⁶ [GB.316/INS/5/2](#).

⁷ [GB.334/PV](#), para. 888.

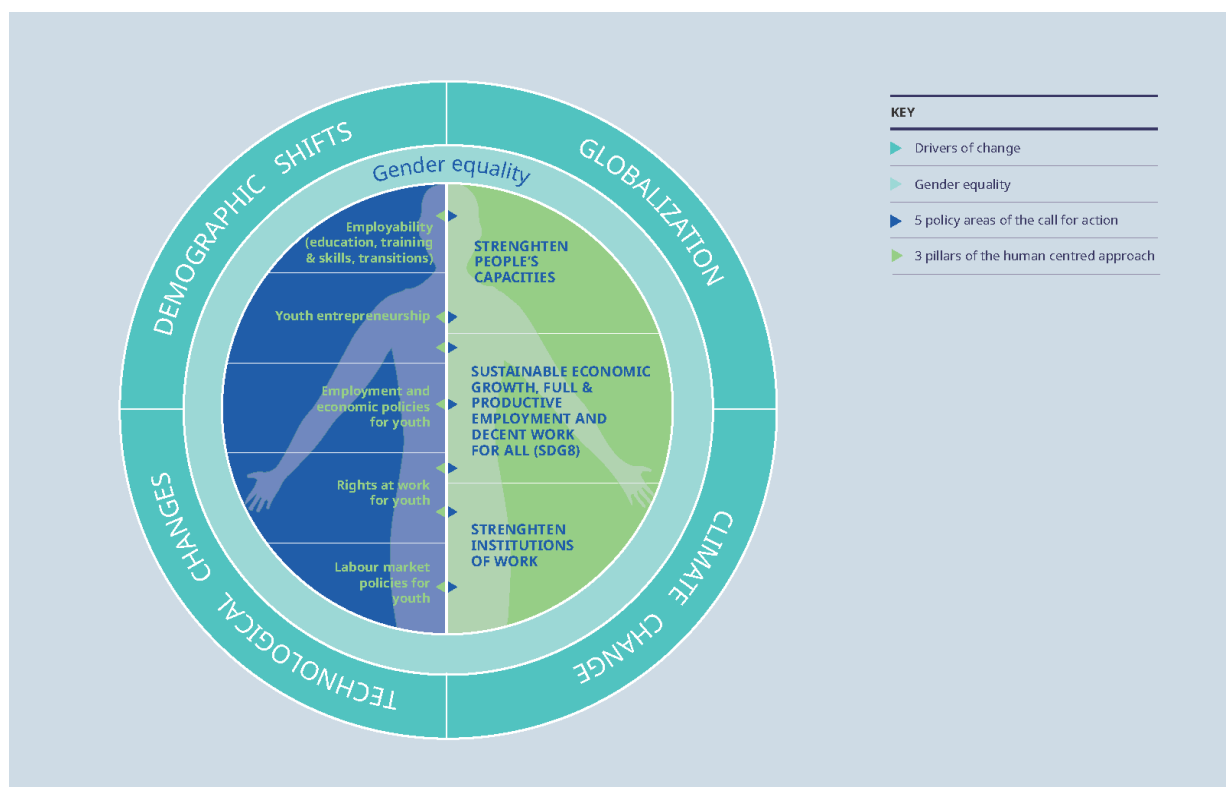
15. In preparation for the discussion of this follow-up plan of action at the 338th Session of the Governing Body, extensive consultations between various departments of the ILO as well as with the social partners, the Government group and the regional offices were held. This document has also profited from the consultations held with young people during the Global Youth Employment Forum, held in Abuja in August 2019.⁸

II. Strategic framework of the follow-up plan of action

16. Set against the background of ongoing changes in the labour market – driven, among other things, by technological, demographic and climate change and globalization – and the objective of achieving equality, including gender equality through a transformative agenda, the strategy is aimed at enhancing the ILO’s leadership in this area and is based on the call for action adopted by the Conference in 2012 and the Centenary Declaration, as follows:
- (a) The call for action recommends 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 youth employment crisis, while ensuring financial and fiscal sustainability. Its guiding principles reflect a balanced and coherent approach that addresses the demand and supply sides of the labour market to promote full employment, with a focus on social protection and rights. It recognizes the importance of the involvement of the social partners in policy development through social dialogue and an emphasis on demand-side action through the support of job creation strategies for young people.
 - (b) The plan of action considers these elements of the call for action in the light of the human-centred approach outlined in the Centenary Declaration, which is structured around three pillars: first, strengthening the capacities of all people to benefit from the opportunities of a changing world of work; second, strengthening the institutions of work to ensure adequate protection of all workers, and reaffirming the continued relevance of the employment relationship as a means of providing certainty and legal protection to workers, while recognizing the extent of informality and the need to ensure effective action to achieve transition to formality; and third, promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

⁸ At the Forum, young “tripartite-plus” participants issued a statement calling on the ILO and its constituents to collaborate more closely with young people in developing and implementing guidelines, policies and programmes for decent jobs for young people, by relying on other existing youth engagement mechanisms that can strengthen the tripartite framework for ensuring universality, equity and rights in access to decent work.

Strategic framework of the follow-up plan of action on youth employment: Youth at the centre



17. The strategic framework of the follow-up plan of action on youth employment, illustrated in the figure above, realigns youth employment promotion with a development framework that places young people at the centre of economic and social policy. To this end, future action will promote policies, strategies and programmes that support the entry and integration of young people into labour markets, and allow them to become lifelong active members of society. It will foster effective measures to support young people through the transitions they will face throughout their working lives, and promote their participation in shaping future labour markets through social dialogue.
18. Given the different challenges faced across regions and countries, responses will be adapted to the needs and local context and linked to existing regional ILO and UN strategies on youth employment, for example the forthcoming ILO Strategy on Youth Employment in Africa. Furthermore, the follow-up plan of action will align with the 2030 Agenda, in particular target 8.6 and indicator 8.b.1⁹ (of which the ILO is custodian) and the related targets under Goal 4, and with the ILO's Programme and Budget for the biennium 2020–21, in particular outcomes 3, 4 and 5.¹⁰

⁹ Target 8.6 is “By 2020, substantially reduce the proportion of youth not in employment, education or training” and indicator 8.b.1 is “Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy”.

¹⁰ Outcome 3 is “Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all”; outcome 4 is “Sustainable enterprises as generators of employment and promoters of innovation and decent work”; and outcome 5 is “Skills and lifelong learning to facilitate access to and transitions in the labour market”.

III. Implementation framework

19. For continuity, the clusters of the follow-up plan of action for 2020–30 will remain as in the previous plan, but stronger emphasis will be placed on the development situation and on time-specific and evidence-based intervention strategies. The clusters are: knowledge development and dissemination; technical assistance and capacity-building of constituents; and advocacy and partnerships. The work under these three clusters is described in the paragraphs below. A more detailed, although not exhaustive, proposal on the elements of the follow-up plan of action for 2020–30 is presented in the appendix.

Knowledge development and dissemination

20. The follow-up plan of action takes into account the comparative advantage of the Office in knowledge development on employment and labour market policies through robust analyses and reviews which envisage the ILO as a centre of excellence for knowledge relating to youth employment and labour markets. The Office will intensify its work to support the development of integrated national youth employment strategies, in line with indicator 8.b.1 of the 2030 Agenda, that include a strong focus on boosting labour demand while supporting an active and sustainable lifelong approach to transitions in the labour market, including through school-to-work transition indicators and analyses of the NEET population. The follow-up plan of action will also address what works, how and why in different regional and country situations, with a focus on future of work drivers of change and their impact on youth employment, as outlined in the proposed elements of the follow-up plan of action set out in the appendix, under Cluster A.
21. Research will be disseminated through relevant publications, tools, guidelines and other knowledge products and knowledge platforms such as the knowledge facility of the Global Initiative on Decent Jobs for Youth, which was developed to support constituents in the design and implementation of better and more cost-effective gender-responsive youth employment strategies, with a focus on aspects relating to both job quantity and job quality.

Technical assistance and capacity-building

22. The Office will continue to strengthen its work on technical assistance and capacity-building, as outlined in the proposed elements of the follow-up plan of action set out in the appendix, under Cluster B. The work will focus broadly on:
- (a) giving effect to outcome 3 (while contributing to outcomes 4 and 5) of the Programme and Budget for the biennium 2020–21, which calls for a new generation of gender-responsive national employment policies including for young people (indicator 8.b.1 of the 2030 Agenda, which relates to operationalizing youth employment strategies);
 - (b) ensuring the continued improvement, adaptation and implementation of intervention models that apply a balanced approach to youth employment, combining demand- and supply-side measures harnessing the youth employment potential across different sectors and in different economies, including the rural, digital and circular economies, with due attention being paid to both quantity and quality of jobs;
 - (c) promoting non-discrimination and gender equality, the application of international labour standards, and a just transition to environmental sustainability;
 - (d) providing continued support for social dialogue and collective bargaining initiatives that involve young people in employment policy processes, by also working to enhance

the capacities of governments and the social partners to contribute to such initiatives and processes;

- (e) strengthening the capacities of tripartite constituents and other national entities concerned with youth employment promotion, as appropriate;
- (f) undertaking ex-post and ex-ante assessments of youth employment interventions.

Partnerships and advocacy

23. The follow-up plan of action will strengthen the ILO's positioning as leader on youth employment issues in the multilateral system and beyond, through strategic cooperation and institutional arrangements with key youth employment actors. ILO partnerships on youth employment will seek to scale up action and impact, foster a meaningful involvement of young people (in follow up to the Global Youth Employment Forum and the UN Youth Strategy), and connect to high-impact global and regional processes and forums such as the 2030 Agenda, the UN General Assembly, the Economic and Social Council, the G20, BRICS, the G7, and the Group of Five for the Sahel. The Office will also continue to reaffirm the ILO's global leadership on the youth-specific targets of the 2030 Agenda (notably target 8.6 and indicator 8.b.1). A non-exhaustive list of partnerships and advocacy actions is outlined in the proposed elements of the follow-up plan of action set out in the appendix, under Cluster C.
24. The ILO hosts and plays a leading role in the operationalization of the Global Initiative on Decent Jobs for Youth, which was developed in 2015 by 21 UN entities and subsequently endorsed by the UN Chief Executives Board for Coordination as the comprehensive UN system-wide effort for the promotion of youth employment worldwide. The Office will support other youth development partnerships, including the UN Inter-Agency Network on Youth Development, the Generation Unlimited partnership of the United Nations Children's Fund, the World Bank's Solutions for Youth Employment coalition, and the Youth Employment Funders Group.
25. At the country level, the Office will advocate for action-oriented partnerships that facilitate the implementation of this follow-up plan of action through the ILO's development cooperation portfolio (including UN joint programmes linked to the United Nations Sustainable Development Cooperation Framework).
26. Communication and development cooperation will have a cross-cutting role in supporting this follow-up plan of action. In that regard, the ILO Department of Communication and Public Information will continue to provide communication support and advice to ensure that key audiences are aware of and engage with ILO youth employment-related knowledge, research, events and initiatives. The Field Operations and Partnerships Portfolio will support resource mobilization and partnership-building for the implementation and scaling up of the follow-up plan of action.
27. Providing quality apprenticeships (contributing to outcome 5) is a viable path to decent work for young people to address skills gaps and unemployment among youth. With a growing demand for more and better apprenticeship programmes by governments, workers' and employers' organizations and international organizations, the ILO has an important role to play in providing technical advice and boosting the evidence base about what works to formalize, scale up and sustain apprenticeships, particularly in developing countries. The collaboration with UNESCO under the Global Initiative on Decent Jobs for Youth as well as the partnership with the Global Apprenticeships Network are important efforts to strengthen advocacy and action around this issue.

IV. Implementation arrangements and resource mobilization

28. The Office will implement the follow-up plan of action through the arrangements described below.
- (a) Youth employment will be under the technical custody of the Employment Policy Department, in the Employment and Labour Market Policies Branch, which will be responsible for the coordination of Office-wide work on youth employment.
 - (b) An interdepartmental youth employment action group, including the departments referred to in the appendix and regional focal points, will be set up to strengthen Office coordination, implementation and reporting on youth employment. The youth employment action group will be convened by the Employment and Labour Market Policies Branch.
29. The follow-up plan of action will have indicators for measuring progress, which will be monitored by the interdepartmental youth employment action group, reporting to the Governing Body biennially. Evaluations of initiatives under the follow-up plan of action will be conducted strategically, with clustered evaluations being the preferred modality. In addition, independent midterm and final evaluations of the follow-up plan of action will be overseen by the ILO's Evaluation Office.
30. The Office will increase efforts to identify and redeploy the human and financial resources required for the implementation of the updated follow-up plan of action, within available resources, through outcome-based planning and programming.
31. The mobilization of extrabudgetary resources and the creation of solid partnerships are needed in order for the Office to meet the increased requests for assistance and for the capacity-building of ILO constituents in all the regions and to fully implement this updated follow-up plan of action. The Office will produce a development cooperation strategy in support of the implementation of the follow-up plan of action. One of the cornerstones of the development cooperation strategy will be the connection to the Joint SDG Fund. Other elements of the strategy will include the continuous development of bilateral and public-private partnerships.

Draft decision

32. *Subject to the guidance provided in its discussion of the renewal of the follow-up plan of action on youth employment, the Governing Body requested the Director-General to take full account of the suggested strategy and operational elements set out in document GB.338/POL/2 when allocating resources for the Office's work on youth employment as may be available during the current biennium and in future biennia, and to facilitate the mobilization of extrabudgetary resources for the implementation of the follow-up plan of action on youth employment for 2020–30.*

Appendix

Proposed elements of the follow-up plan of action on youth employment 2020–30

Cluster A: Knowledge development and dissemination		Cluster B: Technical assistance and capacity-building		
	Action on	Collaborating entities	Action on	Collaborating entities
Transversal action for a human-centred approach	1. Youth labour market data collection, compilation and dissemination:	YE action group ¹ (EMPLAB, STATISTICS, DEVINVEST, RESEARCH, SKILLS, ENTERPRISES, LABADMIN/OSH, SOCPRO), ROs, DWTs	1. Data and trends integrated into technical assistance:	YE action group (EMPLAB, SKILLS, STATISTICS, ITC-ILO, NORMES), ROs, COs, DWTs
	<ul style="list-style-type: none"> (a) Production and dissemination of the Global Youth Employment Trends reports (biennial). (b) Methodology, data and analyses on transitions from school to work and over the life course, including deep dives across different socio-economic and development contexts, disaggregated by gender and by other characteristics. (c) Analysis of global, regional and national youth employment trends, in relation to climate change and other environmental drivers, occupational safety and health, demographic shifts, migration, technological change, informality, diverse employment arrangements including the emergence of new forms of employment, and other issues that affect the future of work for young people. The analyses will pay due regard to job quantity and job quality, rights at work, social protection, gender equality, disability and inclusion, rural young people, mental health, violence and harassment and other youth vulnerabilities. (d) Knowledge on young people not in employment, education or training (NEETs), especially women. (e) Dissemination through a dedicated portal and other means. 	YE action group (EMPLAB, DEVINVEST, SKILLS, RESEARCH, EVAL)	<ul style="list-style-type: none"> (a) Tools developed and advisory and capacity-building services delivered to constituents and other stakeholders. (b) Data, trends and evidence enhance existing and new development cooperation portfolio on youth employment. (c) Regular updates of the Decent Jobs for Youth knowledge facility to inform evidence-based decision-making on youth employment. (d) Support to observatories and national statistical agencies on youth employment-related data. 	<ul style="list-style-type: none"> YE action group, (EMPLAB, DEVINVEST, SKILLS), ROs, COs, DWTs YE action group (EMPLAB, RESEARCH, DEVINVEST, NORMES, SOCPRO, ITC-ILO)
			<ul style="list-style-type: none"> 2. Technical assistance: <ul style="list-style-type: none"> (a) Technical assistance to monitor and evaluate youth employment interventions. (b) Multi-stakeholder (in-person and online) consultations and discussions about what works enrich the community of practices around the Decent Jobs for Youth knowledge facility. 3. Capacity-building activities at the international, regional and country levels (tripartite academies, courses on specific emerging policy issues (including young people not in employment, education or training (NEETs)), research and evidence-based policy advice for constituents, etc.). 	

Cluster A: Knowledge development and dissemination		Cluster B: Technical assistance and capacity-building		
<i>Action on</i>		<i>Collaborating entities</i>	<i>Action on</i>	<i>Collaborating entities</i>
	<p>2. Impact assessment:</p> <p>(a) ILO impact assessment methods for youth employment policies and interventions.</p> <p>(b) Evidence about what works, how and for whom, on youth labour market interventions, including on issues that affect the future of work for young people.</p> <p>(c) Synthesis reviews and analyses of good practices to boost decent jobs for young people tailored to multiple youth employment stakeholders.</p>			
Strengthening the capacities of all people	<p>1. Development and upgrading of a new generation of intervention models that support lifelong transitions for the future of work and meaningful youth engagement.</p> <p>2. Tools and guidelines for lifelong learning approaches adapted to young people.</p> <p>3. Research on policy issues relevant to the future of work for young people in connection to their capabilities:</p> <p>(a) Migration and portability of rights and skills.</p> <p>(b) Lifelong learning.</p> <p>(c) Social protection for young people.</p> <p>(d) Occupational safety and health and well-being including the impact of new technologies at work on mental health.</p> <p>(e) Values and aspirations of young people towards work.</p>	<p>YE action group (EMPLAB, NORMES, SKILLS, INWORK, SOCPRO, GED, ILOAIDS, RESEARCH, MIGRANT, SECTOR, DEVINVEST, Green Jobs)</p>	<p>1. Technical assistance in the formulation, upgrading and review of national youth employment policies that support inclusive labour markets and lifelong transitions to the future of work. Including:</p> <p>(a) Youth employability; skills for young people; work-based learning (quality apprenticeships and internships and recognition of prior learning).</p> <p>(b) Rights at work for young people (wages, working time, occupational safety and health, prevention of violence and harassment in the workplace).</p> <p>(c) Access to social security for all young people.</p> <p>(d) Modernization of employment services, for example building the capacity of young people for the job search, improved job-matching platforms, improved targeting and outreach mechanisms (to serve disadvantaged² and hard-to-reach youth populations).</p> <p>(e) Lifelong learning for a lifelong active society.</p>	<p>YE action group (EMPLAB, SKILLS, SOCPRO, GED, ILOAIDS, INWORK, MIGRANT, LABADMIN/OSH), ROs, COs, DWTs</p>

Cluster A: Knowledge development and dissemination			Cluster B: Technical assistance and capacity-building	
	Action on	Collaborating entities	Action on	Collaborating entities
Strengthening the institutions of work	<ol style="list-style-type: none"> 1. Research and tools to improve social dialogue outcomes for young people stemming from the negotiation or the implementation of labour market policies and other policies influencing the future of work for young people, including cross-border social dialogue. 2. Tools to support a successful involvement of young people in social dialogue. 3. Assessment method to enhance the inclusiveness and effectiveness of national social dialogue institutions, including with respect to young people and their labour market concerns. 4. Tracking and analyses of trends in the protection of rights at work for young people, including non-discrimination based on age. 5. Good practices on compliance with relevant international labour standards and the exercise of rights at work among young people. 6. Knowledge on youth voice and representation in workers' and employer's organizations. 	YE action group (EMPLAB, DEVINVEST, DIALOGUE, ENTERPRISES, SECTOR, NORMES, SOCPRO, INWORK, ACTRAV, ACT/EMP), ROs, COs, DWTs	<ol style="list-style-type: none"> 1. Demand-driven technical assistance to support monitoring and reporting on rights at work for young people. 2. Training module, including e-learning, and activities delivered to constituents and other stakeholders working on youth employment. 3. Demand-driven technical assistance to ensure adequate labour protection for young people. 4. Demand-driven technical assistance to support social dialogue and collective bargaining initiatives and processes shaping youth employment policies. 5. Capacity-building of the social partners on youth employment, including inclusive in-person and online consultations and discussions on the new generation of youth employment policies. 	YE action group (EMPLAB, NORMES, INWORK, ENTERPRISES, DIALOGUE, LABADMIN/OSH, ACTRAV, ACT/EMP, NORMES, SOCPRO, ITC-ILO), ROs, COs, DWTs
Promoting sustainable economic growth, full and productive employment and decent work	<ol style="list-style-type: none"> 1. Research on the impact of macropolicies on job creation for young people. 2. Evidence on the impact of structural transformation on youth employment with a focus on changes in productivity and job quality. 3. Evidence on changes in job quality: informality, underemployment, incomes and the integration of young women in the labour market. 4. Research and tools for the development of labour market policies to smooth youth transitions to decent work, including for young NEETs and disadvantaged youth groups. ² 5. Knowledge on sectors with important youth employment potential such as health, tourism and sports, and on the contribution to youth employment of the rural, digital, circular and care economies. 	YE action group (EMPLAB, STATISTICS, DEVINVEST, RESEARCH, Green Jobs, SECTOR, SOCPRO, ACT/EMP, ACTRAV, NORMES, INWORK, MIGRANT)	<ol style="list-style-type: none"> 1. Demand-driven technical assistance to support the operationalization of national youth employment policies and strategies, including: <ol style="list-style-type: none"> (a) First job programmes. (b) Youth entrepreneurship, self-employment and social enterprise development. (c) Enabling entrepreneurship and sustainable enterprises for the creation of decent youth employment. (d) Transition of young people to formality. (e) Youth employment promotion in fragile settings. (f) Sectors with important youth employment potential such as health, tourism and sports, and the contribution to youth employment of the rural digital, circular and care economies. 	YE action group (EMPLAB, ACT/EMP, DEVINVEST, INWORK, Green Jobs, GOVERNANCE, SOCPRO, SECTOR, NORMES), ROs, COs, DWTs

Cluster A: Knowledge development and dissemination		Cluster B: Technical assistance and capacity-building	
Action on	Collaborating entities	Action on	Collaborating entities
<p>6. Surveys, compilation, analyses and reporting of national youth employment policies and strategies (indicator 8.b.1).</p> <p>7. Research on policy issues relevant to the future of work for young people in connection with productive employment and decent work.</p> <p>8. Knowledge on the digitalization of work and new forms of employment in the platform economy (data protection and privacy, the right to "disconnect", impact on freedom of association and social dialogue, etc.)</p> <p>9. Knowledge on changing patterns of production and consumption.</p> <p>10. Knowledge on an enabling environment for entrepreneurship and sustainable enterprises for the creation of decent youth employment.</p> <p>11. Knowledge on the labour market integration of young migrants and refugees for an inclusive society.</p>		<p>(g) Public employment programmes for young people.</p> <p>2. Capacity-building on policies and interventions to boost youth employment through structural transformation.</p>	
<p>¹ The ILO's youth employment (YE) action group will consist of colleagues in technical departments identified as focal points.</p> <p>² Including persons with a disability, young indigenous persons or young persons living with HIV/AIDS.</p>			

Cluster C: Partnerships and advocacy	
Action on	Collaborating entities
1. Gender equality and a rights-based approach to youth employment investments is strengthened and mainstreamed across existing and new youth employment-related partnerships and means of advocacy (campaigns, events).	Office-wide – YE action group
2. The ILO's convening role in enhancing social dialogue for youth employment is strengthened to promote regional and thematic partnerships that delve into issues related to the future of work for young people, based on new evidence, trends and data produced by the Office.	Office-wide – YE action group (EMPLAB, GED, ILOAIDS, SECTOR)
3. The Global Initiative on Decent Jobs for Youth and its knowledge facility are leveraged to maximize the attention of multiple stakeholders on the youth employment challenge and support knowledge development and dissemination on what works to improve labour market outcomes of young people, together with focused global, regional and local action to promote decent jobs for young people.	Office-wide – YE action group (EMPLAB)
4. The ILO's custodian role in respect of the youth employment-related targets and indicators of the 2030 Agenda – target 8.6 and indicator 8.b.1 – is leveraged to advance knowledge, advocacy and awareness to mobilize political will around decent jobs for young people in key global, regional and national processes and forums.	YE action group (EMPLAB, STATISTICS)
5. Regular communication with youth-related partnerships at the global, regional and national levels to solidify the ILO's leading role on youth employment and secure value addition.	YE action group (EMPLAB, MULTILATERALS, ROs, COs, DWTs)
6. Regular youth employment conferences organized or supported by the Office promote opportunities to disseminate ILO knowledge products, the Decent Jobs for Youth knowledge facility, peer review actions with regard to youth employment policies and programmes, and facilitate the identification of new collaboration opportunities and resource mobilization.	Office-wide – YE action group (EMPLAB, ITC-ILO)
7. Promotion of youth representation, rights and voices. Organization of a tripartite global youth forum in 2025 to evaluate (midway) the status of attainment of the youth employment-related targets and indicators of the 2030 Agenda. Support the development of regional and national tripartite youth discussions.	YE action group (EMPLAB, NORMES, ACTRAV, ACT/EMP, ITC-ILO)
8. Support to social dialogue for productive employment and decent work for and with young people.	YE action group (DIALOGUE, EMPLAB, IOE, ITUC)
9. Resource mobilization is intensified leveraging the engagement platform of the Global Initiative on Decent Jobs for Youth and other existing partnerships for a larger and diverse ILO portfolio on youth employment	YE action group
DCOMM will continue to provide communication support and advice to ensure that key audiences are aware of and engage with ILO youth employment-related knowledge, research, events and initiatives agreed under the follow-up plan of action.	
Development cooperation: PARDEV will support resource mobilization and partnership creation for the implementation and scaling up of the follow-up plan of action.	