


INTERNATIONAL LABOUR ORGANIZATION

Resource Guide

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RESOURCE GUIDE

INTERNATIONAL LABOUR ORGANIZATION

YOUTH EMPLOYMENT

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SUMMARY

PREFACE	3
INTRODUCTION	4
UN REFERENCES	9
Resolutions and Conclusions of the International Labour Conference (ILC)	9
Other ILO publications	9
Official websites	11
EXTRA RESOURCES	13
OFFICIAL POSITION OF ILO MEMBERS	14
Employers Members	14
Workers Members	15
Government Members	16
DATABASES	20





PREFACE

Dear delegate,

Thank you for joining us for the 10th edition of the FACAMP Model United Nations (FAMUN)! We, the Secretariat of the International Labour Organization for University, are honored to be part of this incredible organization and to have you on our committee. Our team is composed of the Chair, Enzo Belandrino; the Vice-Chair, Henrique Giordano; and the Coordinator, Marina Lopes.

We hope you acquire unique and lifelong experiences in these short but special moments we will be working together. We also hope you will develop new skills that will contribute to you as a person and as a Model United Nations enthusiast.

This resource guide provides you with useful resolutions, reports, and official websites to help you prepare for the upcoming discussions on the topic of Youth Employment. We recommend that you use the provided information to guide your research whether you are a Government, Employer, or Worker Member delegate. We hope you will have a great time preparing for FAMUN 2023 and that our sessions will be filled up with innovative propositions!

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INTRODUCTION

The International Labour Organization (ILO) was established in 1919 and it became a specialized agency of the newly created United Nations (UN) in 1946. ILO's main objective is to promote opportunities for men and women to have access to decent and productive work, in conditions of freedom, equity, security, and autonomy. The ILO operates through a tripartite structure that brings together Governments, Employers, and Workers of 187 Member States (INTERNATIONAL LABOUR ORGANIZATION, 2023 a).

According to the ILO, the youth generation includes people between 15 to 29 years old. Young people are three times more likely to be out of a job, and four out of every ten unemployed people worldwide are young (INTERNATIONAL LABOUR ORGANIZATION, 2022 a, p. 16; p. 26). The challenge of placing oneself in the increasingly competitive job market is especially hard for the youth, and the marginalization becomes harder in certain groups of our society, such as women, migrants, people with disabilities (PwD), black people, indigenous peoples, and LGBTQIA+ people (INTERNATIONAL LABOUR ORGANIZATION, 2022 c, p. 7).

In addressing the employment challenges the youth face, the International Labour Conference (ILC) adopted the first resolution on Youth Employment in 2005. As the ILO's first document about the topic, the conclusions concerning youth employment recall the decisions of other documents (such as the ILO Decent Work Agenda, the ILO Global Employment Agenda, and others) to promote pathways to decent work for youth. The 2005 conclusion also stressed the need to address the employment challenges faced by young people in developing countries, the importance of promoting equality in the workplace, and called for the end of discrimination against minorities in employment (INTERNATIONAL LABOUR ORGANIZATION, 2005).

In 2009, the International Organization of Employers (IOE), the employer's ILO branch, launched the Global Jobs Pact. This document represented a consensus reached in the ILC, and it approached the youth employment problem by saying that the youth unemployment rate was two to three times that of adults in many countries. The Pact stressed the need to provide vocational and technical training and entrepreneurial skills development, especially for unemployed youth (INTERNATIONAL ORGANIZATION OF EMPLOYERS, 2009, p. 5).

Lastly, the ILO had a discussion on the topic at the ILC in 2012, highlighting the growing challenges for the youth to find employment in moments of crisis. After the financial crisis of 2008, close to 81 million out of 260 million economically active young people aged 15 to 24 years were out of work, and those who were employed often found themselves in precarious or low-paying jobs (INTERNATIONAL LABOUR ORGANIZATION, 2010, p. 1). Consequently, the young population expressed themselves globally for being economically neglected. An example was the Occupy Wall Street movement, in 2011, when most young people protested economic inequality. This context affected directly how





the 2012 resolution would discuss the youth unemployment crisis (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 2).

In this sense, the 2012 ILC resolution covered policy areas such as growth, education and training, active labor market policies, job creation, and job quality. The conclusions concerning the youth employment crisis underscored a renewed commitment to stepping up the implementation of the 2005 ILC resolution; called for urgent action in the context of the economic and financial crisis lived; and guided the way forward. This resolution also affirmed that the discussions and decisions made in 2005 were still relevant and should be considered as a starting point for further discussions and actions (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 1-2).

However, the matter of youth employability is complex. There are political challenges and economic difficulties that interrupt the growth of employed youth in many countries. Social inequality, for example, reflects the difficulties of access to technology and the digital economy for many young people. In today's rapidly changing world, this is a problem, as not having access to technology leads to even more exclusion from the job market. It is also important to note that many young people must work while completing their educational studies, which can impede the possibility of getting higher-quality jobs. Coupled with this, the lack of professional training can deprive young people of getting decent jobs, since most of them require high specialization (UNITED NATIONS, 2004, p. 272).

From another perspective, many young people may face discrimination based on their age: the assumption that adults have greater specialization and work experience due to their age often causes a preference for adults over young people when employers decide on filling job vacancies. When this happens, young people cannot acquire essential professional experience and skills or otherwise contribute to the challenges of the job as much as older people. When it comes to women, migrants, black people, as well as minorities like LGBTQIA+ people, indigenous peoples, and people with disabilities, the discrimination is more intense, and entering the labor market has even more challenges and barriers linked to stigmas (INTERNATIONAL LABOUR ORGANIZATION, 2022 c, p. 14; 15; 21).

It is also important to note that global crises, such as the 2008 crisis and the COVID-19 pandemic, increase the number of unemployed people in general, but they affect especially the youth. In fact, in the current economic crisis, the youth experience the loss of working hours in a different way than adults: youth are more likely to experience outright job loss than temporary job suspension (INTERNATIONAL LABOUR ORGANIZATION AND ASIAN DEVELOPMENT BANK, 2020, p. 8). In this regard, for the reasons of greater vulnerability, it is estimated that, between 2019 and 2020, 34 million young people lost their jobs, 7 million went into the informal market, and 27 million were out of the workforce. As the pandemic not only affected the job market but also influenced the closure of thousands of schools, the rate of unemployed young people outside of education and training (NEET) during this period reached 282 million. In addition to it, school closures affected millions of students worldwide and it can hinder even more the





transition of the youth generation to the labor market in the upcoming years (INTERNATIONAL LABOUR ORGANIZATION, 2022 a, p. 1-2).

Considering this difficulty increased by COVID, thousands of young people are currently out of work, and those who are not, are often pushed into informal jobs, the main ones being: street vendors, drivers, app deliverers, domestic employers, etc. This number is even higher when analyzed in less developed regions, such as in many Latin American and African countries (INTERNATIONAL LABOUR ORGANIZATION, 2020, p. 2; p. 7).

The precarious working conditions are one of the serious issues involving youth employability nowadays, considering that young workers are rightly deemed more vulnerable to abuse. The famous saying that having a job is better than none is not positive: working conditions are being brought down and the youth is being exposed to precarious working conditions (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 42-43). Other important facts that are intrinsic in the discussion is the digital economy, and specifically the gig or platform economy: it consists of a labor market characterized by the prevalence of short-term contracts or freelance work as opposed to permanent jobs, with low remuneration, fewer labor guarantees, and long workdays. All this increases work exploitation, especially of young people (EUROFOUND, 2018).

There is a shortage of decent work opportunities for young people, resulting in persistent poverty traps or insufficient wages, leading to social unrest, marginalization, and migration. Furthermore, the consequences of climate change are expected to generate new poverty traps that will have a particularly negative impact on vulnerable groups such as women, children, and the youth, which represent a significant portion of the global workforce and are disproportionately affected by climate change (INTERNATIONAL LABOUR ORGANIZATION, 2022 b, p. 2-3).

At the same time, youth have a unique potential to drive innovation, adopt new technologies, and catalyze the necessary transformations in the fight against climate change. In this sense, green jobs – which are related to activities aimed at mitigating the effects of climate change, promoting environmental sustainability, conserving natural resources, and reducing greenhouse gas emissions – are emerging as new employment opportunities in renewable energy, energy efficiency, sustainable transportation, waste management, sustainable agriculture, and other sectors, and can be especially important for inserting the youth in the labor market through new and sustainable ways (INTERNATIONAL LABOUR ORGANIZATION, 2022 b, p. 70; p. 72).

Given the current scenario, the topic of Youth Employment currently presents three points of discussion that must be addressed by the delegates during the negotiations:

- 1) Taking into consideration that the youth is not a homogenous group, what should ILO members do to combat discrimination and promote the inclusion of young people in the labor market,





especially women, migrants, people with disabilities, black people, indigenous peoples, and LGBTQIA+ people?

- 2) Considering that climate change and environmental degradation disrupt millions of jobs and livelihoods, how can young people be included in the discussions and actions to promote a just transition towards environmentally sustainable economies?
- 3) What challenges have the digital economy (gig economy; platform economy) posed to young people today? What should the ILO do to foster cooperation to provide decent work opportunities for the youth?

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UN REFERENCES

Resolutions and Conclusions of the International Labour Conference (ILC)

Resolution concerning youth employment (15 June 2005)

Summary: The resolution of 2005 was the first document adopted by the International Labour Conference (ILC) on the topic of Youth Employment. It addresses the challenges faced by the youth in the labor market as it tries to promote pathways to decent work for youth by making suggestions to the ILO and encouraging policies and programs to promote decent work for young people (see pages 1 to 7).

The youth employment crisis: a call for action (Resolution and conclusions of the 101st Session of the International Labour Conference, June 2012)

Summary: This resolution approached youth employment as a part of a global crisis and the necessity to take urgent action to deal with the economic crisis and its impacts on the youth. The main objective of the conclusions is to identify what actions had worked since 2005 – the first time the topic of Youth Employment was discussed by the ILC – and to call the attention of governments, employers, and workers to address more effective actions to promote, create and maintain decent and productive jobs for young people. The resolution and its conclusions contain considerations and guiding principles on how to take on this challenge, including economic policies, approach to school-to-work transition, youth entrepreneurship, and self-employment (see pages 4 to 9).

Other ILO publications

Promoting youth employment through activation strategies (2014)

Authors: Werner Eichhorst, Ulf Rinne

Summary: This document approaches the youth employment topic with a set of different strategies. The activation strategies are used as a tool to tackle youth employment challenges in 33 different countries. The insights give an overview of the strategies and what works and what does not in their implementation (see pages 7 to 9).

Global Employment Trends for Youth 2015

Summary: This dense report is filled with information approaching all types of different aspects of youth employment, such as global youth labor force, labor force participation rate and its decline, and unemployed youth. It gives a measurable scope on the unemployment numbers, as well as ratio of youth to adult unemployment rates and its lack of progress throughout the years. The report also includes global youth labor market trends and should be the delegates' focus (see pages 9 to 23).





An update on the youth labor market impact of the COVID-19 crisis (2 June 2021)

Summary: The briefing note provides a comprehensive overview of the challenges young people are currently facing in the labor market as a result of the COVID-19 pandemic. It highlights the importance of putting in place particular policies that are designed to address the issues faced by young people. It can also serve to support their employment opportunities and help promote lasting and equitable recovery (see pages 3 to 8).

Promoting youth employment during COVID-19: A review of policy responses (2022)

Authors: Ulf Rinne, Werner Eichhorst, Paul Marx and Johannes Brunner

Summary: The COVID-19 pandemic caused many young people to become unemployed and unevenly impacted their career options. To help young people find work during the crisis, governments and organizations around the world have implemented various initiatives, including financial aid, job training programs, and scholarships. The report emphasizes the importance of implementing a comprehensive and inclusive approach to youth employment that accounts for the various challenges that young people from diverse backgrounds face while prioritizing their rights and well-being (see pages 4 to 6).

Global Employment Trends for Youth 2022

Summary: The report focuses on the impact of the COVID-19 crisis in global youth employment. The document considers pre- and post-pandemic years; therefore, it highlights how the period exacerbated the numerous labor market challenges faced by young people. Based on important definitions, graphics, and specialized data from the International Labour Organization, the report shows efficient indicators for the discussion on young employment (see pages 26 to 48).

Youth & COVID-19: Impacts on jobs, education, rights and mental well-being (11 August 2020)

Summary: Young people from disadvantaged backgrounds may face even greater barriers to employment in the wake of the pandemic. While governments and organizations have implemented measures to support youth employment during the crisis, more needs to be done to address the scale of the challenge. The report emphasizes the need for a comprehensive and inclusive approach to youth employment that prioritizes young people's well-being and rights (see pages 13 to 27).

How to work in the green economy? Guide for young people, job seekers and those who support them (2022)

Summary: The document is a guide for the young people, job seekers and those who support them to end the lack knowledge on the green economy. The objective of this guide is to provide useful information to anyone who wishes to contribute to the transformation of our economies by moving towards green





professions. The ILO supports member states to adapt and mitigate the impact of climate change and manage by offering a toolbox to manage their professional life in a constantly changing world of work (see pages 1 to 17).

Inclusion of lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) persons in the world of work: A learning guide (2022)

Summary: LGBTIQ+ employees face daily violence, harassment, stigma, and discrimination in many countries. The International Labor Organization (ILO) aims to promote decent work for all, but research shows the value of investing in diversity in the workplace. Combating discrimination and encouraging inclusiveness boosts productivity, job satisfaction, personal and social well-being, and employee morale. This guide provides an introduction to LGBTIQ+ people in the workplace, focusing on flexible autonomous learning and inclusiveness (see pages 1 to 58).

United Nations documents

A/RES/69/145 - World Youth Skills Day (18 December 2014)

Summary: The resolution, adopted by the General Assembly on 18 December 2014, declared 15 July as World Youth Skills Day. This date tends to recall the importance of equipping young people with skills for employment and decent work, as well as to encourage young entrepreneurship (see pages 1 and 2).

World Youth Report 2020

Summary: The report from the United Nations Department of Social and Economic Affairs seeks to highlight the importance of youth social entrepreneurship for employment and youth development. The results showed hypotheses of why young people choose social entrepreneurship in the first place, as well as the statistics on youth entrepreneurship by gender (see pages 39 to 63).

Official websites

Decent Jobs for Youth

Summary: Decent Jobs for Youth is a global initiative for action and a worldwide alliance committed to improving job prospects for young people and delivering on the 2030 Agenda for Sustainable Development. The website presents the details of its partnerships (such as governments, youth and civil society, parliamentarians, and the private sector), as well as its resources and actions to create quality jobs for young people. It is a dynamic tool that presents resources, such as satellite maps and updated information.

United Nations Development Programme (UNDP) - Youth

Summary: The UNDP is the United Nations' lead agency on international development that acts by supporting countries and communities as they work to eradicate poverty, implement the Paris Agreement on climate change, and achieve





the Sustainable Development Goals. It is also possible to find documents focused on young people, including unemployment and leadership, which converges directly with the topic of youth employment. The recommended site allows access to reports, blogs, photos, and libraries of their projects and actions for youth.





EXTRA RESOURCES

Why is youth unemployment so high?

By J. F. New York, 9 May 2013

Summary: The article provides information on how the 2008 economic crisis affected youth employment. It also suggests that education systems do not always provide young people with the necessary skills for the job market. Lastly, it talks about how policymakers should focus on reforming labor laws to encourage job creation and reduce youth unemployment.

Youth and Employment: a Public Policy Perspective

By Richard Curtain, Melbourne, 16 August 2001

Summary: This article approaches the necessity of policymaking to define the youth, as well as the importance of economic transition, and it talks about youth as a lifecycle stage. It also approaches the obstacles of doing certain policies, saying the implications of these policies in society, it also criticizes existing employment programs and initiatives.

Employment for Youth – A Growing Challenge for the Global Economy | No Lost Generation

By Ragui Assaad and Deborah Levison, Minnesota, 31 May 2013

Summary: This paper approaches the significant growth of young people in the Global South, and how this demographic affects the youth employment topic, by that logic the paper gives more focus on the Global South, it emphasizes the necessity of training and education of the youth. It cites the ILO and its measures that attempt to capture the extent of labor underutilization.

Solutions for Youth Employment

Summary: The website Solutions for Youth Employment (S4YE) keeps up with its global program that focuses on increasing the number of young people engaged in productive work. Bringing information from donors, governments, foundations, private sector companies, NGOs, and young people, the site provides projects, publications, reports, and other important documents on youth employment.

Youth Business International

Summary: Youth Business International (YBI) is an international non-profit organization that supports young people to start and grow their businesses. The website provides information about YBI's programs and initiatives, including its network of member organizations that provide business training, mentoring, and access to finance for young entrepreneurs in over 50 countries around the world.





OFFICIAL POSITION OF ILO MEMBERS

In this section, we summarize the official position of ILO Members on the topic of Youth Employment. We divided the positions as follows: Employers Members, Workers Members, and Government Members. Government Members are separated into four groups, according to their interests and positions: European Union, African States, Community of Latin American and Caribbean States (CELAC), and Others (China, India, and the United States).

You can find all statements in the following document: [Record of Proceedings - 101st session, Geneva, May June 2012 \(879-934\)](#). Below, we summarize the pages and the political positions adopted by the representatives.

Employers Members

In 2012, the Employers Members emphasized the importance of economic growth as the foundation for job creation and stressed the need for policymakers to engage and understand employers' decision-making. The context for the Employer's approach to the discussion was that the 2005 resolution is still very relevant, but the points discussed in it needed to be adjusted in a more contemporaneous view, giving the old conclusions a step towards action (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 5; p. 15).

The Employers Members identified four policy pillars for youth employment: 1) a good education that equips young people with the tools they need to navigate the increasingly complex and competitive job market; 2) effective labor market services that can help young people find the right job, access training opportunities, and overcome barriers to employment; 3) entrepreneurship that offers young people a pathway to create jobs, innovate, develop skills, and contribute to economic growth; and 4) flexible employment options that can help create a more inclusive and dynamic labor market that better meets the needs of young people by providing opportunities for work-life balance (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 5).

Economic growth and development were key to creating jobs for young people. The Employers Members believed that policymakers needed to better engage with and understand employers and their decision-making to create an environment that would encourage job creation in the private sector. The Employers also highlighted the importance of youth entrepreneurship in addressing the youth employment crisis, emphasizing that entrepreneurship was an essential component of youth employment policies and calling for more assistance and financial support for youth entrepreneurs. In sum, the Employers Members advocated for a policy mix that includes youth entrepreneurship, skills development, and education to address the youth employment crisis. They also emphasized the need for governments and employers' organizations to work closely with the private sector and for monitoring and evaluating to improve the effectiveness of all efforts (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 5).





Currently, the Employers Members have a strong interest and an increasing commitment to promoting youth employment considering that young people represent an important opportunity for business to grow in a competitive and rapidly changing environment. Although the Employers Group are not homogenous (due to different regional and political realities in each country), there is a consensus among them that youth unemployment affects peace, stability, security, and the development path of almost every country. The Bureau for Employers' Activities aims to strengthen the inclusion of the youth into the labor market through job creation, enterprise development, better education, vocational and skill training policies and programs, youth entrepreneurship, and by promoting equal opportunities for young women and men (INTERNATIONAL LABOUR ORGANIZATION, 2023).

Workers Members

In 2012, the Workers Members addressed important issues of youth employability, such as government policies, young entrepreneurship, and poor working conditions. The Workers defended that it was a major task of governments to provide secure jobs, as well as make employment growth a central objective of their macroeconomic policies (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 31; p. 44).

The Workers Members recalled that the ILO is a tripartite organization and that partnerships with all social partners, not just businesses, are important; therefore, direct job creation through public sector initiatives should be the center of a youth employment strategy (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 18). The Workers also called upon entrepreneurship, which is often used to disguise unemployment or informal work between young people. On the other hand, 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 (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 32-33).

The Workers Members also addressed the reality of precarious working conditions these days, considering that young workers are rightly deemed vulnerable to abuse. The line of reasoning that a job was better than none was positive: working conditions were being brought down, and the 2008 crisis was used as an excuse to establish exploratory labor market practices (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 39, 43). The Workers highlighted the importance of young people's rights and how ILO should "provide technical assistance" for this to happen (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 49).

Nowadays, for the Employers Members, it is important to discuss the problems affecting youth employment and decent work, which are the constant exploitation of work done by the digital economy (gig economy) and the lack of regulation by governments. Platform jobs are almost entirely done by young people, who are not protected by labor rights. The digital economy and the informal economy have the potential to facilitate the employment of many young





people but are living them in situations of vulnerability regarding labor rights and future prospects in the labour market (INTERNATIONAL LABOUR ORGANIZATION, 2021).

Government Members

Community of Latin American Caribbean States (CELAC)¹

In 2012, the Community of Latin American and Caribbean States (CELAC) addressed the joint publication by the ILO and Economic Commission for Latin America and the Caribbean (ECLAC), which demonstrated innovative policy responses to the labor market situation in Latin America and the Caribbean, improving access to unemployment benefits, and vocational training to improve job placement. Based on the perception that there is a direct relationship between economic growth and the level of youth unemployment, the CELAC countries have focused on good macroeconomic management, especially in crises, considering a development perspective based on the reduction of inequalities (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 6).

Currently, Latin America and Caribbean States have faced significant employment challenges for young people. The youth unemployment rate in the region has been historically high compared to other age groups. In addition, many young people face difficulties in finding decent, stable, and well-paid work due to increasing informality, inadequate education, discrimination, and inequality (INTERNATIONAL LABOUR ORGANIZATION, 2020).

European Union (EU)²

In 2012, the European Union stressed the need to address high levels of youth unemployment through coordinated policies, which cover macroeconomic policies, social policies, skills development, and support for labor market transitions. Education, training, and skills development are key to ensuring a solid position for young people in the labor market. It was pointed out that the ILO should assist with evidence-based policies, including developing active labor market policies, strengthening employment services, and promoting the involvement of social partners, training institutions, and youth organizations. Youth entrepreneurship is a priority area for investment and support, and the EU has focused on incorporating entrepreneurship into school curricula and facilitating access to venture capital. The EU stressed the importance of social partners in protecting the rights of young workers and calls for the implementation of the 2005 Action Plan for Youth Employment while integrating lessons learned

¹ 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.

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.





and new initiatives (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 6; p. 11; p. 20; p. 27-28; p. 33-34; p. 41; p. 46).

Nowadays, the European Union has been active in promoting youth employment, implementing several initiatives to address related challenges. However, concerns remain relevant, as although the youth unemployment rate has declined in recent years, it is still higher than the overall unemployment rate, and many young people find themselves in precarious work positions and underemployment due to difficulties in transitioning into the ever-changing labor market. In addition, European countries show strong concern about social and gender inequalities (EUROPEAN COMMISSION, 2022).

African States³

In 2012, the African States highlighted the need for measurable action plans to prioritize youth employment in national development frameworks, with countercyclical policies to reduce macroeconomic volatility and improve access to finance for small and medium-sized enterprises. They called for improvements in basic education, vocational training policies, and Active Labour Market Policies (ALMPs) to improve youth employability. The lack of labor market information and the prevalence of informal jobs are challenges that need to be addressed. The African Group supported public-private partnerships and the promotion of entrepreneurship education. The group stressed the importance of international labor standards in protecting young workers' rights and ratifying conventions to combat child labor. It was pointed out that the ILO should intensify efforts to place employment at the center of national policies and increase platforms for youth representation in social dialogue (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 11-12; p. 19-20; p. 28; p. 33; p. 41-42; p. 45; p. 46).

Currently, African countries face several challenges that make youth employment difficult and may vary according to country-specific circumstances. Africa has the youngest population in the world, with a large proportion of young people of working age. However, job creation has not kept pace with the growth of the youth population, resulting in high rates of unemployment and underemployment, with a strong presence of gender inequality, inadequate education, and the strong migration of young people in search of better job prospects (INTERNATIONAL LABOUR ORGANIZATION, 2022).

Others: China, India, and the United States (US)

In 2012, China emphasized the importance of involving different stakeholders to evaluate the employment situation at different levels. Dynamic policies must be implemented to create decent jobs, while economic policies must

³ 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, Uganda, Tunisia, Zambia, Zimbabwe.





align with social policies to expand employment. Macroeconomic plans should aim to ensure cohesive socio-economic development, overcome discrimination against young people, and guarantee decent jobs. India focused on creating job opportunities in sectors with high potential and is committed to modernizing institutions and publishing annual reports on the employment situation. It also emphasized inclusive skill development for young people to improve the quantitative and qualitative aspects of their positions. The United States affirmed that the challenge of youth employment must be addressed by governments, social partners, and the ILO, respecting social and labor rights and monitoring the situation based on measurable objectives and indicators. The United States emphasized the inclusion of youth employment strategies in the Decent Work Country Programmes (DWCP) and the importance of multidimensional debates on a global plan (INTERNATIONAL LABOUR CONFERENCE, 2012, p. 7; p. 13; p. 30; p. 36; p. 45-47).

Current scenario: Given its huge young population and rapid economic and social transformation, China faces high youth unemployment rates – given the increasing competitiveness among formal jobs – difficulties in the transition to the labor market, regional inequalities, and the government's focus revolves around encouraging entrepreneurship and innovation (FU, 2023). As the world's most populous country and one of the most unequal, India faces significant challenges regarding youth employment. In addition to high unemployment, especially among young people, most workers are underemployed and in informal jobs, compounded by social and gender inequality, and disparities between the country's regions (JIGEESH, 2022). Youth unemployment in the US has been exacerbated by the economic situation, labor market trends, and government policies, which revolve around the tendency for youth unemployment rates to be higher than the overall average, lack of work experience, and socioeconomic inequalities related to educational disparities that negatively impact employment prospects (LEWIS, 2022).

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DATABASES

EUROSTAT

Youth employment rate by sex, age and country of birth

This database evidence youth employment according to sex, age and country of birth. It gives an overview of the employability rate among young people, and mainly, can be used for gender employability analysis. The data can be found according to year and European country, as well as in the form of tables or graphs (bar and line). In addition, it is also possible to analyze the information through an updated map.

Youth unemployment ratio

The youth unemployment ratio shows the percentage of unemployed young people in the total European population of this age group. The delegates can use it to extract general youth unemployment data that can be changed according to year and country, as well as in the form of tables or bar and line graphs.

ILOSTAT

ILOSTAT has statistics, graphs, and other important information on the topic. It would be interesting to use this data to support arguments and show the reality behind the employment situation for youth and the general public in some available countries.



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