

# Policy options to support young workers during economic recovery

## 1. Executive summary

The global jobs crisis has hit young people hard. Of the world's estimated 211 million unemployed people in 2009, nearly 40 per cent – or about 81 million – were between 15 and 24 years of age. In many countries, this grim unemployment picture is darkened further by the large number of youth engaged in poor quality and low paid jobs with intermittent and insecure work arrangements, including in the informal economy. Many youth are poor or underemployed: some 152 million young people, or 28 per cent of all young workers in the world, work but live in households that earn less than the equivalent of US\$1.25 per day. Youth unemployment and underemployment result in missed opportunities in terms of economic growth and development.

The Global Jobs Pact, adopted by the International Labour Conference in 2009, highlights the labour market vulnerabilities of young people and calls for action to support youth at risk. During the jobs crisis, many governments have taken measures to sustain youth employment through a combination of incentives for new employment, employment services, skills development, income support, public works and community services, and youth entrepreneurship. This brief highlights a number of lessons learned from the implementation of initiatives during past crises. The latter could be taken into consideration by governments, in concert with the social partners, to design interventions aimed at promoting decent work for young people during economic recovery.

## 2. Description of the policy challenges

Employment outcomes of young people are particularly sensitive to the economic cycle. Youth are generally the first to lose their jobs in times of economic contraction and the last to gain employment when the economy rebounds. The experience from past jobs crises shows that it takes longer for young people to reap the benefits of economic recovery and employment growth, even more so for disadvantaged youth. Furthermore, young people who experienced decent work deficits during the crisis will be competing for jobs with millions of new labour market entrants in the coming years. Increasing pressure on the labour market can create social discontent. The section below highlights the policy challenges relating to both quantity and quality of youth employment.

During the crisis, youth unemployment increased at a faster pace than overall unemployment. Today, youth are between two and three times more likely to be unemployed than their adult counterparts. The number of unemployed youth increased by almost 8 million since 2007 and reached a global rate of 13.0 per cent in 2009, compared to 11.9 per cent two years earlier. During the same period, the adult unemployment rate increased from 4.2 to 4.9 per cent. Youth unemployment rates grew in all regions, particularly in developed economies and Eastern Europe (see Table 1). The crisis has discouraged many young people in their job search. The challenge of reducing the unemployment rate becomes greater for policy-makers who want to reduce the numbers of discouraged young workers – less attached to the labour market than the unemployed. In the EU, about 3.9 million inactive youth were willing to take a job by

the end of 2009 – although they had lost hope and were not active in their job search. This figure adds to that of 5.2 million unemployed youth (EUROSTAT, 2010).

**Table 1: Key indicators of the youth labour market, 2007 and 2009 (per cent)**

Region	Labour force participation rate		Employment-to-population ratio		Unemployment rate	
	2007	2009	2007	2009	2007	2009
WORLD	51.1	51.0	45.0	44.4	11.9	13.0
Developed Economies & European Union	50.7	50.3	44.5	41.4	12.2	17.7
Central & South-Eastern Europe (non-EU) & CIS	41.5	41.6	34.2	33.0	17.6	20.8
East Asia	58.9	59.2	54.3	54.0	7.8	8.9
South-East Asia & the Pacific	52.0	51.6	44.3	44.0	14.8	14.7
South Asia	46.8	46.6	42.6	41.8	10.3	10.3
Latin America & the Caribbean	53.0	52.3	45.5	43.9	14.1	16.1
Middle East	36.5	36.4	28.1	27.9	23.0	23.4
North Africa	37.2	38.0	28.5	29.0	23.3	23.7
Sub-Saharan Africa	57.5	57.5	50.6	50.6	11.9	11.9

Source: ILO, Trends Econometric Models, April 2010; Global Employment Trends for Youth, August 2010.

Policy challenges are also linked to the increasing number of young workers in intermittent and insecure work arrangements in developed countries and to the rising share of young working poor and young people working in the informal economy in developing countries. By the end of 2009, the rate of young workers in precarious employment in the European Union was four times higher than that of adult workers (40.8 and 10.3 per cent, respectively).

In Latin America, the percentage of young workers engaged in the informal economy in urban areas increased by 5.4 per cent between mid-2007 and mid-2009 to reach 51.3 per cent, while an additional quarter of young workers were employed informally by enterprises operating in the formal economy (ILO 2009). The projected increase in the overall number of working poor (ILO 2010a) is likely to affect more young workers, especially in Sub-Saharan Africa and Asia and the Pacific, given their over-representation in low-income jobs.

### 3. Policy options to address the challenges

Stimulating demand and putting employment at the centre of macroeconomic policies are preconditions for creating jobs for all people, including youth. This is because youth employment is bound to overall employment. Policy options aimed at achieving high levels of overall employment and job quality will also improve decent work prospects for the young labour force. On the demand side, sectoral policies focusing on employment-intensive investment combined with human resources development and training could expand aggregate demand and enhance youth employability. Similarly, policies to improve access to finance and markets for small and medium-sized enterprises could increase demand for new labour in the formal economy. On the supply side, education and training equipping youth with skills and work experience can be effective in preventing unemployment and increasing the quality of jobs. The link with work experience is an essential ingredient to overcome the reluctance to recruit inexperienced youth. Job recovery strategies should be accompanied by policies to provide a basic social floor to reduce youth poverty and social exclusion, redress gender inequalities and promote a healthy and productive youth labour force.

Lessons from past crises point to a number of policy options to address the specific youth employment dimensions during recovery. These options should aim to increase labour market opportunities and reduce the longer time it takes for youth employment rates to grow. For example, temporary reductions of a share of non-wage labour costs can be an incentive for employers to recruit young workers during recovery. These measures

work better if targeted at the most disadvantaged young workers or geographical areas where unemployment and informality are particularly acute. Active labour market policies that mediate between labour supply and demand can mitigate education and labour market failures and promote efficiency and equity in the labour market. For instance, employment planning and job-search assistance, usually offered by labour offices, can be effective in helping youth to find jobs. Training programmes can enhance the employability of disadvantaged youth, especially when combining on-the-job learning components.

Self-employment and entrepreneurship measures providing business start-ups credit and microfinance may be successful if supplemented by vocational and entrepreneurship training and non-financial services. In developing countries, informal apprenticeships can prepare young people for self-employment.

During the recent crisis, several countries have introduced one or more of these youth employment measures (see Box 1 below).

#### Box 1: Youth employment measures adopted during the recent crisis

While stimulating demand is fundamental for employment creation, several employment measures were adopted to cushion the negative impact of the crisis specifically aimed at youth employment. Employment subsidies (e.g. contribution to salary, waivers to social security contributions, tax breaks) for hiring young people or ad hoc premiums to transform temporary contracts into permanent ones were introduced to sustain labour demand for young workers. Incentives to promote youth entrepreneurship - training and access to financial and non financial services - were used to create jobs. Some governments increased funding to programmes offering paid summer employment, while others supported youth employment through large-scale public works and community services programmes to improve infrastructure and the environment, as well as to provide income support. Additional resources were allocated to Public Employment Services for job-search assistance and other labour market services. During the downturn, many countries sponsored skills development programmes to enhance the employability of disadvantaged youth, including through skills in emerging occupations (e.g. green jobs). Employers were encouraged to provide apprenticeships and other work-experience programmes through bonuses and other incentives. Unemployment and social assistance benefits were granted to protect young people's income or to help them stay in school through scholarships and other conditional cash transfers.

Source: Elaborated by the ILO Youth Employment Programme, annex 1.

Although evaluations of these measures are not yet available, findings from past evaluations show mixed results in terms of the impact and cost-effectiveness of programmes. However, most of them converge on the main advantages and disadvantages of measures that are part of youth employment programmes (see Box 2 below).

**Box 2 Youth employment programmes: Advantages and disadvantages**

Several studies of youth employment programmes have shown that some are successful while others fail to improve participants' chances of gaining a job. Some of the features of these programmes are summarized below.

Type of programme	Advantages	Disadvantages	Selected examples of successful programmes
<b>Labour market training</b>	Works better with broader vocational and employability skills that are in demand and includes work experience as well as employment services.	May produce temporary, rather than sustainable solutions and if not well targeted, may benefit those who are already "better off". Training alone may not be sufficient to increase youth employment prospects.	PLANFOR (Brazil) Jóvenes Programmes (several countries in Latin America), and Employability Improvement Programme (Canada).
<b>Employment services (job search, career guidance and labour market information)</b>	Can help youth make realistic choices and match their aspirations with employment and training opportunities; improve information on job prospects as well as efficiency, effectiveness and relevance of initiatives.	May create unrealistic expectations if not linked to labour market needs and often cover only urban areas and the formal economy.	New Deal for Young People (UK) and Active Labour Market Programme (Finland).
<b>Employment intensive public works and community services</b>	Help young people gain labour market attachment and, at the same time, improve physical and social infrastructure and the environment - especially if combined with development and sectoral strategies – and enhance employability, if combined with training.	Low capacity for labour market integration; young workers may become trapped in a carousel of public works programmes; often gender-biased; displacement of private sector companies.	American Conservation and Youth Service Corps (USA) and Temporary Employment Programme (Bulgaria)
<b>Employment subsidies</b>	Can create employment if targeted to specific needs (e.g. to compensate for initial lower productivity and training) and to groups of disadvantaged young people.	High deadweight losses and substitution effects (if not targeted); employment may last only as long as the subsidy.	Employment Plan (Belgium). Wage Subsidy Programme (Czech Republic) and Intervention Works Programme (Poland)
<b>Entrepreneurship promotion</b>	Can have high employment potential and may meet young people's aspirations (e.g. for flexibility, independence); more effective if combined with financial and other services, including mentoring.	May create displacement effects and may have high failure rate, which limits its capacity to create sustainable employment. They are often difficult for disadvantaged youth, owing to their lack of networks, experience, know-how and collateral.	Self-employment Programme (Bulgaria), Youth Entrepreneurship Training (Peru) and Youth Creators of Micro-enterprises (Peru).

Source: Adapted from Rosas G., Rossignotti, G. "Stating the new millennium right: Decent employment for young people", *International Review*, Vol. 144 (2005), No. 2, and Betcherman et al., *A review of interventions to support young workers: Findings of the youth employment inventory*, World Bank, Washington D.C., 2007.

## 4. Conclusions and recommendations

Even in good times, young people find it hard to get a right foothold in the labour market. Although being an integral element of the broader employment situation, the youth employment crisis has specific dimensions. The global jobs crisis has exacerbated the difficulties of young people to gain access to labour markets and to decent work. Unless policy options are put in place to sustain both quantity and quality of youth employment, the benefits of economic recovery for young workers may be delayed. Of course, supply-side

measures alone will be unavailing in the absence of an increase in effective demand.

There is no one-size fits all and no single solution either. Policy responses to the youth employment challenge will depend upon the nature and severity of the crisis in the country context. Governments and the social partners are best placed to identify viable policy options at country level that may improve youth employment outcomes once economic recovery gains momentum. An important message for policy-makers that can be shared across countries is that policy

options should be part of an integrated policy framework to promote economic and employment recovery. The Global Employment Agenda can provide the framework to address youth employment in times of economic recovery.

Furthermore, young people have different experiences and disadvantages and their needs depend on individual characteristics (e.g. age, gender, national origin, socioeconomic background, educational and training levels). The crisis has also increased the risk of social exclusion of disadvantaged youth. This calls for combining policies for economic recovery with targeted programmes that overcome the specific disadvantages faced by many young people. The main features of youth employment programmes that have been more effective than others can be summarised as follows:

- *Formulation and implementation at early stages of joblessness* (unemployment, discouragement or inactivity) are less costly, increase labour market attachment and are more likely to improve the employment of young people.
- *Design that responds to labour market requirements* improves the employment opportunities of participants. Labour market information and groups of control are essential for the design, monitoring and evaluation of initiatives.
- *Targeting and tailoring to individual needs and labour market disadvantages* have produced better programme results. Generic targeting based on age may benefit better-off youth.
- *Comprehensive packages of services* that combine various components relating to both labour demand (e.g. tax incentives,

entrepreneurship) and supply (e.g. training, career guidance and job-search assistance) can be more effective than single measures.

- *Link to work experience and involvement of the private sector* (e.g. through in-company training, work placement) increase employment opportunities, especially if programmes place participants with private companies.
- *The involvement of the social partners* contributes to the effectiveness of programmes and help connect youth with the world of work.

#### Further reading and resources:

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International Labour Organization. 2009a. *Protecting people, promoting jobs: A survey of country employment and social protection policy responses to the global economic crisis*, ILO, Geneva.

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Scarpetta S., Sonnet, A., Manfredi, T: *Rising youth unemployment during the crisis: How to prevent negative long-term consequences on a generation? OECD Social, Employment and Migration Papers No 106, 2010, (OECD, Paris, Apr 2010).*

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## Annex 1: Country inventory of crisis response interventions directly affecting youth employment

Country	Training	Employment services	Employment creation	Income support	Multi component
ARGENTINA					Training, job-search assistance, work placement and entrepreneurship, especially for youth threatened by social exclusion ( <i>Programa Jóvenes con Más y Mejor Trabajo</i> ).
AUSTRALIA	<p>Establishment of a \$500 million Teaching and Learning Capital Fund for Vocational Education and Training (December 2008 <i>Nation Building Package</i>). Redundant apprentices may complete off-the-job training through registered training organizations (February 2009, <i>Nation Building and Jobs Plan</i>). Increased funding for pre-apprenticeship training through registered training organizations (October 2009, <i>Economic Security Strategy</i>). Increased funding for job training through existing <i>Productivity Placements Programme</i>, expanding from 57,000 to 113,000 placements.</p> <p>Rapid investments in social infrastructure, including schools, health and housing.</p> <p>One crucial aspect of the social infrastructure projects involves an A\$16.2 billion investment in school infrastructure and maintenance. The programme, known as <i>Building the Education Revolution</i>, was announced as part of the <i>Nation Building – Economic Stimulus Plan</i>. It includes resources to build or upgrade libraries and halls in every eligible primary school in the country; to expand significantly the number of secondary schools with science laboratories and language learning centres; and to ensure every eligible Australian school has resources to undertake minor refurbishments and maintenance. Further substantial investments in universities and tertiary education.</p>	Additional job search support for young jobseekers (aged 19-24 years) from July 2009.	Preferential treatment in public tendering if employing apprentices. Bonus up to \$2,800 for employers based upon successful completion of apprenticeships or traineeships.	Compact with Young Australians: “Learn or Earn”, new requirement that young unemployed be in full-time school or training to receive benefits (April 2009).	

Country	Training	Employment services	Employment creation	Income support	Multi component
AUSTRIA	Youth employment package: training for apprentices leaving school (aged up to 18 years) and for other young people. The Public Employment Service offers special training measures to enhance young people's employability and individualized training support (Future for Youth Programme).	Establishment of agency (foundation) to support redundant young workers. Former employers contribute to programmes with 1,000 Euros per person.			
BAHRAIN					Retraining, income support and work experience (internship/traineeship) to enhance the employability of educated unemployed (university graduates).
BANGLADESH			National job service scheme – competitive placement process for jobs in public administration for educated unemployed (upper high school education or equivalent) in two underdeveloped districts.		
BELGIUM	Increase in the number of vocational training and apprenticeship places. Reorientation of the Walloon general training provisions toward energy efficient sectors (skills for green jobs).		Expansion of youth entrepreneurship measures.		
BELIZE			Credit to small farmers, young entrepreneurs and small businesses.		
BRAZIL				Additional funding to conditional cash transfer programme "Bolsa Familia" with components to support young people's schooling and vocational training.	
BULGARIA	Apprenticeship programmes.		Work placement in public administration through funding from the Operational Programme for Human Resources Development.	Free transport and special tuition for children and youth with special needs, together with investments in IT training.	

Country	Training	Employment services	Employment creation	Income support	Multi component
CANADA	\$3.5 million allocated to support graduate internships (industrial R&D). Additional funds to help youth find summer jobs through training (\$55 million over two years) and introduction of bonus payment for completion of apprenticeships.		\$20 million of new public-service subsidized jobs programme targeted at Aboriginal people and youth. \$20 million to for non-profit sector for summer jobs for students and \$15 million for internships in the non-profit sector.		\$7 million for the Canada Skills and Transition Strategy, additional aid to the most affected Canadians by the economic crisis (employment insurance, capacities and training development).
CHILE	Financial support to training institutions to expand youth participation in training programmes.		Introduction to a wage subsidy to encourage normal employment for workers with low wages aged between 18 and 24 years. Additional budget reallocation for employment-intensive plans or investment (to be executed in case of unemployment increase or a larger decrease of GDP than expected)	A series of guarantees (CORFO) to ensure the continuity of higher education during the crisis.	
CHINA	Launch of graduate trainee programmes, including income support for graduates. Enhancement of technical training for graduates from vocational schools with a "double certificate" programme. Schools help students get vocational qualification certificates when they leave school, in addition to their graduate certificates. Training on Internet usage for young students (Hong Kong, China).  In 2009, implemented a national vocational training programme for migrant workers returning home, with priority being given to youth.		Financial incentives for private companies to recruit more graduates. Subsidized internship programmes for university graduates (Hong Kong, China). Government small guaranteed loans were increased to RMB50,000 for those starting a business after graduation. Hiring companies eligible for tax breaks and loans.		Public employment and income support. Subsidies and social insurance to those who are willing to work in villages and local communities, and help to those who work in remote areas or join the army to settle their student loans. Students taking up remote jobs have university fees refunded. Cities to waive residency requirements.
COSTA RICA	Increase of beneficiaries of the AVANCEMOS programme raising the number of scholarships to youth.			Increase in the number of scholarships for secondary school ( <i>colegio</i> ) graduation (+18.000).	Entrepreneurship training and start-up capital for young people wishing to develop production projects (PROJOVEN).
COLOMBIA	Use of public debt obligations for organizing training courses (vocational and technological) for unemployed and living in extreme poverty youth (aged 16-26 years) (budget US\$130 million).				

Country	Training	Employment services	Employment creation	Income support	Multi component
CROATIA		Career advice prior to leaving school. Professional counselling, further education for unemployed youth. Subsidizing of first employment, supported by the Croatian Chamber of Crafts.			
CZECH REPUBLIC	Project "Anticipating Labour Market and Skills Needs" launched aiming at building a system of anticipating skills and needs at national, regional and sectoral levels.			Reduction of contributions to social security and unemployment insurance paid by employers for low-paid workers. Increase of monthly child-care benefits for families supporting young people aged up to 26 years.	
CYPRUS	Accelerated training programmes for newcomers to the labour market: 440,013 Euros. A scheme for the promotion of training for unemployed, 2007-13: target 2,200 persons. Training for unemployed tertiary education graduates to strengthen the management capacity of enterprises and to create employment opportunities.				New Modern Apprenticeship Scheme: ensure mobility between education, apprenticeship and employment, minimizing the risk of social exclusion.
DENMARK	<p>Targeting of training and education towards sectors with skill shortages and towards low-skilled jobseekers. Training for unemployed individuals within enterprises. Increase the number of apprenticeships by providing economic incentives to companies establishing training placements.</p> <p>In 2009, Denmark required all 15 to 17 year olds to prepare an education plan in collaboration with their parents, school and guidance centres, including issues related to further education, training, employment, internship, stays abroad and volunteer work. If students do not follow their education plan, parents risk losing child benefits. Young people without qualifications take a reading and writing test when they register for unemployment insurance, and the public employment service provides literacy and numeracy courses for students who do not pass the test.</p>	Denmark has introduced a policy under which 18-19 year olds, within a week of applying for welfare benefits, have an interview; within two weeks, a job-search training course; and within three weeks, an educational or work placement.		Introduced a hiring subsidy in the private sector for employers taking on young people under the age of 30 who have been on welfare for over 12 months.	Training and job search. Entitlement/obligation to participate in active labour market policies (ALMP) after three months (previously six months).



Country	Training	Employment services	Employment creation	Income support	Multi component
DOMINICAN REPUBLIC					Training and financial support for entrepreneurs. A training programme for rural youth will also be rolled out, endowing young people with land from the agrarian reform to attract them into the sector.
EGYPT	Financial support to training institutions to expand young people's participation in training courses.				
EL SALVADOR			Creation of 100,000 new jobs in 18 months, improving and increasing public services, basic infrastructure and social housing.	Enhance the Red Solidaria Programme, doubling the amount of aid available to families with children attending primary education.	
ESTONIA		The PES organizes job search clubs for young unemployed individuals.			
FINLAND	Increase in the number of available training places for youth. More flexibility to undertake private training is warranted. Extension of apprenticeship training to young graduates. Increasing initial vocation training.	Increase entrepreneurship.	Employment of experts with higher education qualifications.		
FRANCE	In April 2009, France launched an emergency plan for youth employment targeting young people far removed from the labour market. The programme includes 50,000 training programmes for unskilled youth, 50,000 job placements in the private sector and 30,000 job placements in the public sector for disadvantaged youth.	Social Investment Fund (Fiso), launched by the government and the social partners in February 2009. This innovative measure is intended to coordinate and enhance efforts to promote employment and vocational training initiatives involving the state and the social partners. It is primarily a cyclical response measure and will in particular coordinate action to promote the integration of young people in the world of work.	Expansion of the number of subsidized jobs. Bonuses for employers hiring apprentices.	Extension of eligibility for partial unemployment schemes to temporary agency workers, part-time workers and fixed-sum workers.	Specific recovery plan to support youth employment: 1.3 billion Euros to assist 500,000 young people in 2010 (apprenticeships, bonuses to employers recruiting apprentices, subsidized jobs in local government and NGOs).

Country	Training	Employment services	Employment creation	Income support	Multi component
GERMANY	<p>Extension of training programmes. Targeted programmes for young people without qualifications. Industry commitment to increase the number of training places.</p> <p>Government subsidies for apprenticeships grew during the crisis.</p>			Extension of eligibility for short-term allowance to temporary agency workers.	The PES provides services for training promotion and improving vocation orientation and training.
GREECE	Special training programmes with NGOs for young people with special needs and women outside the labour market.		Programme of subsidized employment for young people. Temporary expansion of job creation programmes for employment and self-employment (some targeted at youth).		
GRENADA	Launch of Skills for Inclusive Growth Programme (focus on young people).	Launch of a small business entrepreneur's programme (finance, training, services); establishment of a rural credit scheme.			
HONDURAS	Distribution of educational voucher for graduating youth.				
HUNGARY	A training programme (previously funded by the European Social Fund) is continued within the frame of the Social Renewal OP scheme (TÁMOP 2.2.1).		Employment of young people is supported by the START programme that covers non-wage costs of the employers in case of employing first jobseekers. Public works schemes: currently 80,000 individuals taking part.	Incentives to support the return of young mothers to employment. Tightening. Lowering the oldest age of eligibility for family allowance from 23 to 20 for those young people who still study at this age, from 31 August 2010.	Training and job placement, Social Renewal OP scheme (TÁMOP 1.1.2) is continued. Young unskilled people receive support to finish basic education and participate in training within the framework of the "Pathway to work".
INDIA	Regional programme: Himachal Pradesh central government to offer stipend-supported hospitality training courses to unemployed youth.				

Country	Training	Employment services	Employment creation	Income support	Multi component
IRELAND	Introduction of 11-week certified training programme for up to 700 redundant apprentices a year. Pilot programme of immediate activation for selected unemployed 18-19 year-olds.		2,000 subsidized work places under the new "work experience" scheme will be created, targeting unemployed graduates.	Tightening. Jobseekers' allowance for those aged under 20 years was reduced by half.	
ITALY			Creation of a single Fund for Supporting Occupation and Youth Entrepreneurship.	Extension of income support benefits (ordinary and extraordinary) to contract workers and apprentices made redundant.	PARI Programme: access to employment for disadvantaged groups by providing training or self-employment.
JAPAN	Rural Labour Squad: US\$13 million government-supported training programmes for underemployed urban youth to work in sectors that have historically suffered labour shortages, such as rural labour.  The 'Job Card System', launched in April 2008, is designed to offer young people other ways of receiving training and to help them move beyond part-time employment. This is done by allowing unemployed youth to receive practical job training from participating companies: participants are given a card indicating their training record and the company's evaluation of their vocational abilities.	Strengthening of career counselling and placement services.  In March 2009, an agreement was reached to endeavour to maintain employment through work-sharing arrangements subsidized by the Government. Covering over 13 million workers (between April and September 2009), the agreement has contributed to employment stability in Japan and has facilitated the access of young people to jobs.		An extensive employment subsidy scheme was implemented to increase youth employment. A hiring subsidy of 1 million yen (0.5 million yen for large companies) was offered to any company that hired as full-time employees school leavers.	
JORDAN					Programme includes training, employment through private sector support and income subsidies. Specialized vocational training is targeted at sectors with high labour intensity. After-training employment for at least one year. Monthly rewards. Transportation means to the workplace. Social security. Medical insurance.
KENYA			Programmes of labour-intensive public works (some with a "green" focus). Youth Enterprise Development Fund to extend credit for business start-up and expansion throughout the country. In the spring in 2009, a YE programme called the Kazi Kwa Vijana was launched. It was intended to create 300,000 jobs over the course of 6 months.		Training and public works programmes. After training young people are placed in public works programmes.

Country	Training	Employment services	Employment creation	Income support	Multi component
KOREA, Republic of	Extension of existing state-supported Youth Internship Programme until the end of 2010. Increase in vocational training programmes.		New wage subsidies for SMEs for hiring interns on regular contracts at conclusion of internship.		
MALAYSIA	Government is buying places to train youth in private training institutions (200 million Ringgit Malaysia (RM)). RM100 million for youth <i>Rakan Muda</i> projects targeting youth and training them in soft-skills (leadership, citizenship, workplace behaviour) have been allocated. On-the-job training programmes for unemployed graduates have been started.				
MALTA	Apprenticeship and traineeship schemes. Basic Employment Training Scheme (ten-week intensive training programme).	Youth Employment Programme co-financed by the European Social Fund to raise labour market awareness. Aid programme, reintegration into the labour market.			
NEPAL	Special fund to promote literacy among young people.				
NETHERLANDS	Guarantee of a traineeship place for all school leavers unemployed for at least three months. Increase in tax credit or reimbursement for employers to compensate for training costs.  The school leaving age was raised in 2007 and requires 18-year old who have not acquired a two-year diploma to follow a work-study programme.		The PES will employ 200 young trainees to provide employment services to young jobseekers.		Youth Action Plan: keeping youth longer in education (16 million Euros), agreements with 30 regions (153 million Euros), intensive support and guidance (10 million Euros), extra jobs, learn-work posts, internships and charity work (25 million Euros), opportunities for vulnerable youth (40 million Euros).
NEW ZEALAND	NZ\$8 million for 700 more students in polytechnics; NZ\$4 million for 1,600 new places in summer research scholarships. Expansion of Industry Partnerships programme: number of reserved places for unemployed 16-24 year-olds increased from 2400 to 3000.		Job Ops programme (NZ\$20 million) – wage subsidy for low-skilled 16-24 year-olds of NZ\$5,000 over six months to assist move into jobs. Employing business to receive NZ\$3,000 for employing a person up front and then NZ\$2,000 at the end of the six-month period. NZ\$5.3 million to encourage developers of cycleway projects to hire 500 young people.	Tightening. Introduction of graduated sanctions for benefit recipients not meeting work-test requirements from 2010. Community Max (NZ\$40.3 million) 3,000 places in community programmes; government to pay workers minimum wage for 30 hours per week and NZ\$1,250 training payment to community group.	NZ\$2.6 million for extra training places in the defence forces; NZ\$19.1 million for 1,250 more places in six-week military-style training programmes.

Country	Training	Employment services	Employment creation	Income support	Multi component
NICARAGUA	Training of unemployed persons, especially youth, focused on priority sectors.		National employment insertion programme to insert 1,000 youth into the labour market. Give access to the labour market to new graduates through agreements with business chambers.		
NORWAY	Follow-up of early school leavers and support tripartite cooperation in order to keep apprentices during workforce reductions.				
PAKISTAN	Programmes to enhance the employability of educated post-graduates through internships have been initiated. Internship programme for educated youth: 30,000 youth to be provided jobs in government departments for one year.		Employment-intensive construction projects to be initiated by the Government.	Benazir Income Support Programme (BISP), monthly grant to the poorest families in the current financial year.	Training, income support and microcredit. The Benazir Bhutto Shaheed Youth Development Programme (BBSYDP) skills training, monthly stipend.
PANAMA	Training for youth with focus on the skills required in the free zones and other priority production sectors.	Employment services by PES to match labour supply and demand.			National Labour Market Integration Programme to support youth transition to work.
PARAGUAY			Job creation programme: labour-intensive jobs for community infrastructure.		
PERU	Extension of the coverage of the youth-targeted vocational training programme: "Projovent". Subsidies for employers hiring and training young people aged 18-24 years for a period of at least nine months are currently discussed and will likely be adopted.				
PHILIPPINES	Extension of support for high school graduates to complete college education. Private sector pays tuition fees and a minimum wage.	Strengthening of public employment service offices, providing career guidance and employment facilitation to jobseekers, especially youth.	Youth Employment Summer Programme - 6,000 short-term jobs during the summer break for students, some jobs are specifically targeting green initiatives.		
POLAND	12-month apprenticeships.		Financial support for engaging youth in internships.		
PORTUGAL	Creation of new training places for young graduates in areas of high unemployment. Vocational apprenticeships.		Direct subsidies or exemptions from social security contributions for employers hiring long-term unemployed or youth (aged up to 35 years) in full-time, permanent jobs. Support for business creation among young people.		

Country	Training	Employment services	Employment creation	Income support	Multi component
ROMANIA			61 million Euros allocated to enterprises that recruit unemployed individuals, subsidy of 50 per cent of the salary (up to 12 months).		
SERBIA	Expansion of subsidized apprenticeship programmes.				The National Action Plan on Employment (2006-2008) envisaged four key measures: i) the design of active labour market programmes to promote youth employment and self-employment; ii) the provision of incentives to enterprises to recruit young people, iii) the setting up of career guidance and counselling centres, and iv) the provision of a package of employment services to long-term unemployed youth.
SINGAPORE	A total of 2,500 new traineeships, accompanied by a stipend (targeting graduates). Additional traineeships will be available for graduates in technical subjects (SGD100 million available for the latter).			Additional income support for needy students.	
SLOVAKIA	Education, training and preparation for the labour market.	Advisory services. For young graduates without work experience, specific schemes are available to allow them to gain work experience.			
SLOVENIA	Ensuring that youth undertake training programmes which are relevant for areas of skill shortage.		Subsidies to employers who recruit graduates.		
SOUTH AFRICA					Training and public employment. A new expanded public works programme (EPWP II) shall be started. It will consist of training offered where the duration of the jobs is longer. The beneficiaries (including youth) of public employment programmes are directed to socially useful activities.
SPAIN			11,000 million Euros to create 300,000 jobs. Local Investment Fund to support public works. Reduction in social contributions for youth or disabled workers who start self-employment.		

Country	Training	Employment services	Employment creation	Income support	Multi component
ST. LUCIA			Stimulus package of US\$10 million for creating jobs in the short term.		
SWEDEN		Job Clubs on the internet: virtual meetings with job coaches, chats with employers, online guidance material, etc. Career guide for young people: a book sent home to all students in Sweden leaving upper secondary school (proposals for various job-searching strategies, tips and checklists for writing an application, the rights and obligations at work, among others).	Local mentoring programmes: local entrepreneurs and managers provide support to young unemployed people.	Lowering of social security contributions for workers aged under 26 years.	The Job Guarantee for young people has the purpose of offering young people specific measures at an early stage to allow them to find work or begin or return to education.
SWITZERLAND	More funds allocated to training.		Subsidies will be given to companies to hire young people entering the job market or who increase the number of apprenticeships offered.		
THAILAND	Financial support for vocational schools and apprenticeship schemes and environmental reforms. Vocational training in addition to recruitment services.		Subsidy to the insurance premiums of the newly employed.		
TUNISIA					Training and private sector support. Coverage of part of the employers' social security contribution and of the costs of insertion and training by the State.
TURKEY	Extra allocations to support vocational schools and apprenticeship schemes have been provided. Employment services should start offering vocational training in addition to recruitment services (e.g. New Labour Act 5763).		Permanent reduction in employer social contributions for the first five years of employment for new recruitment of unemployed women and youth (aged 18-29 years).		

Country	Training	Employment services	Employment creation	Income support	Multi component
UNITED KINGDOM	<p>New regulation obliging successful public contractors to have apprentices as an identified proportion of their workforce.</p> <p>The Government has enabled all secondary students (aged 16 and 17) to remain in the education system for an additional two years. The Government has allocated an additional GBP 250 million from the 2009 budget to fund additional places in colleges. The Skills Bill has also been introduced, requiring young people to participate in education or training until they are 18 years old, or until they have obtained an upper secondary qualification.</p>	<p>New graduate pool. A web-based search engine to match employers with suitable graduate interns. New "Clearing House" to enable apprentices at risk of redundancy to be matched with employers needing new staff.</p>	<p>GBP1 billion to support the creation of jobs for long-term unemployed young people. The Future Jobs Fund: encourage local authorities and others to create 150,000 new jobs of benefit to the local community. New incentive payments for employers who recruit and train individuals with more than 6 months of unemployment.</p>	<p>Rise in all the minimum wages (including youth ones).</p>	<p>Training and public employment. Young beneficiaries will undergo training and obtain job subsidies, as well as job search assistance.</p> <p>Funded 100,000 jobs for long-term unemployed youth through the 2009 Future Jobs Fund. The 2009 Youth Guarantee also assures that, from January 2010, all persons under the age of 25 who have been unemployed for over a year will have a job offer, training or a paid work experience.</p>
UNITED STATES	<p>Additional funds for construction, rehabilitation or acquisition of Job Corps centres (Job Corps is a residential training programme for at-risk youth aged 16-24 years).</p>		<p>Expansion of existing programme of tax credits to apply to employers hiring unemployed veterans or disconnected youth (aged 16-24 years) in 2009 and 2010. Expansion of funding for youth activities with particular emphasis on providing summer job opportunities for young people, typically vulnerable and disadvantaged ones.</p>		<p>American Recovery and Reinvestment Act: ease access to health services to students and unemployed. Also includes scholarships, special education, education for persons with disabilities, training for displaced workers and nutritional services.</p>