



▶ Youth and the future of work

YouthForesight Community Forum

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Contents

I. What (we think) we know

II. What we don't know (yet)

III. What needs to be done

Pre-pandemic: Higher risk of unemployment and poor quality jobs

Unemployed youth 68 million

**Employed youth
429
million**

Formal
employment
23%



Informal
employment
77%

Non working
poor
71%



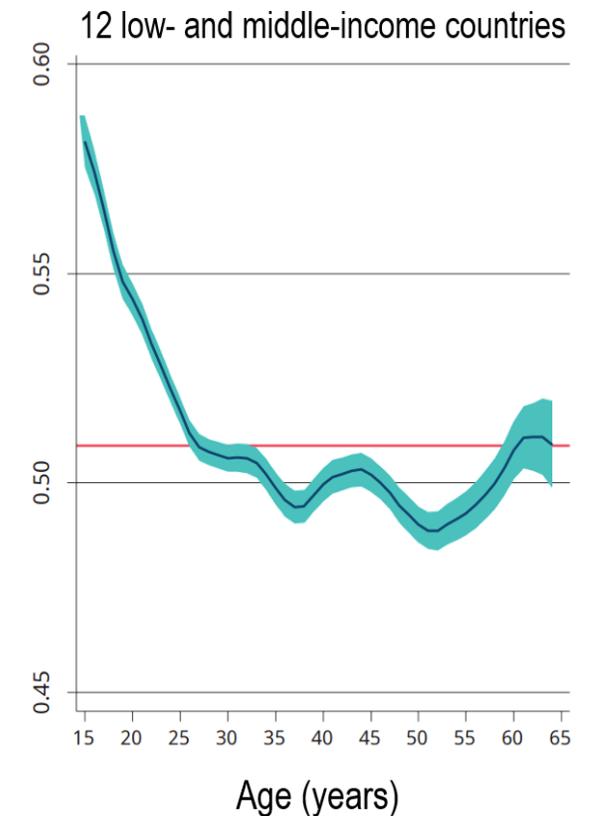
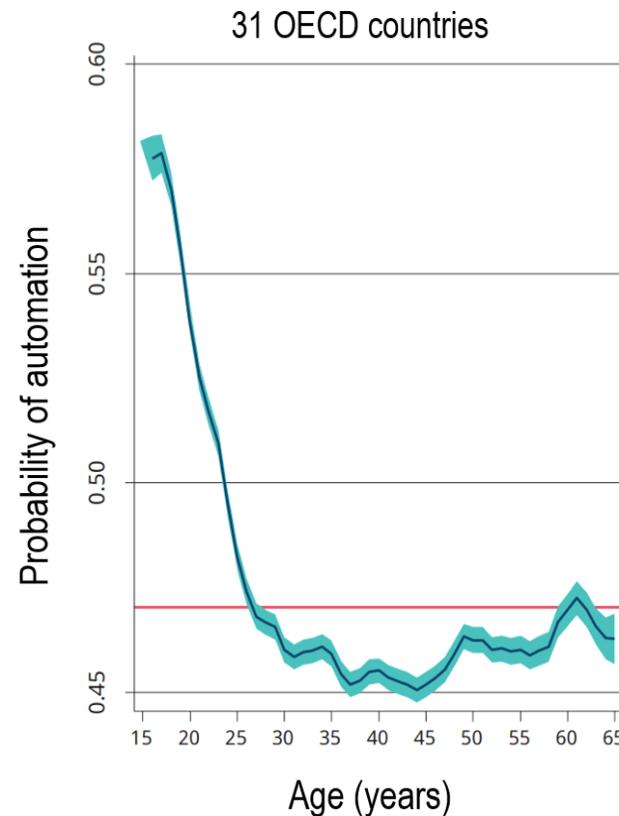
Working in
extreme
poverty
13%

Working in
moderate
poverty
17%

126
million
youth

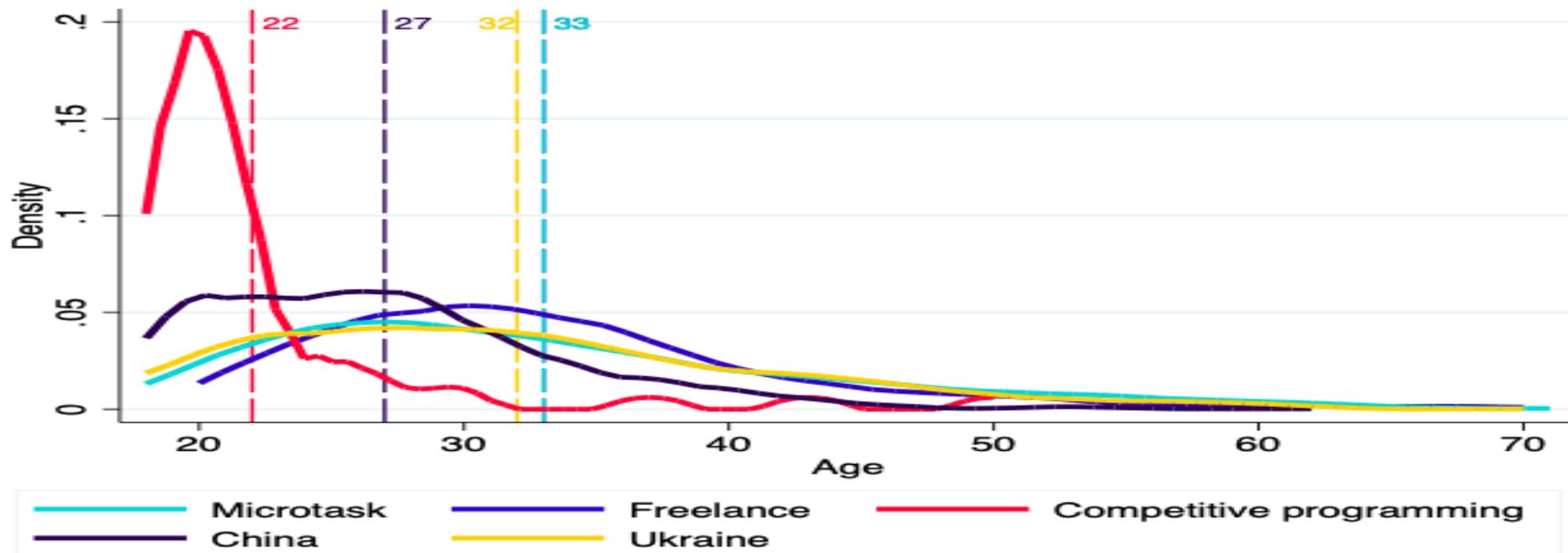
► Pre-pandemic: Digitalization is not necessarily benefiting youth, if not accompanied by strong job creation policies

1. *Risk of automation is highest in jobs held by young people*
2. *Higher education provides entry to less automatable jobs*
3. *Young people's returns to tertiary education have been falling*



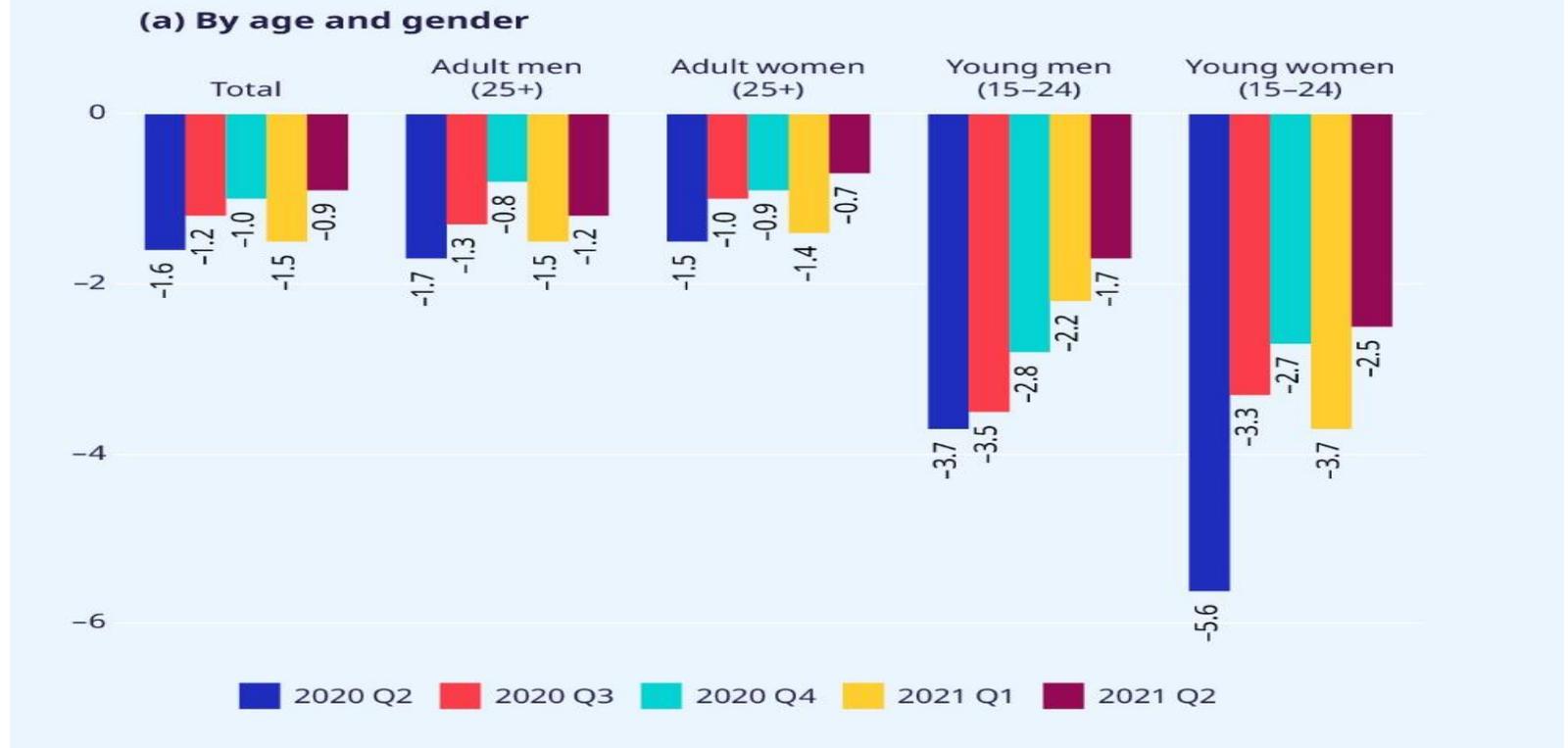
► Pre-pandemic: Youth “dominates” the platform economy

Across sectors, workers on online web-based and location-based platforms are typically below age 35



Covid-19: Massive and disproportionate impacts on youth

► Figure 9. Change in employment-to-population ratio, 2020 Q2–2021 Q2 (

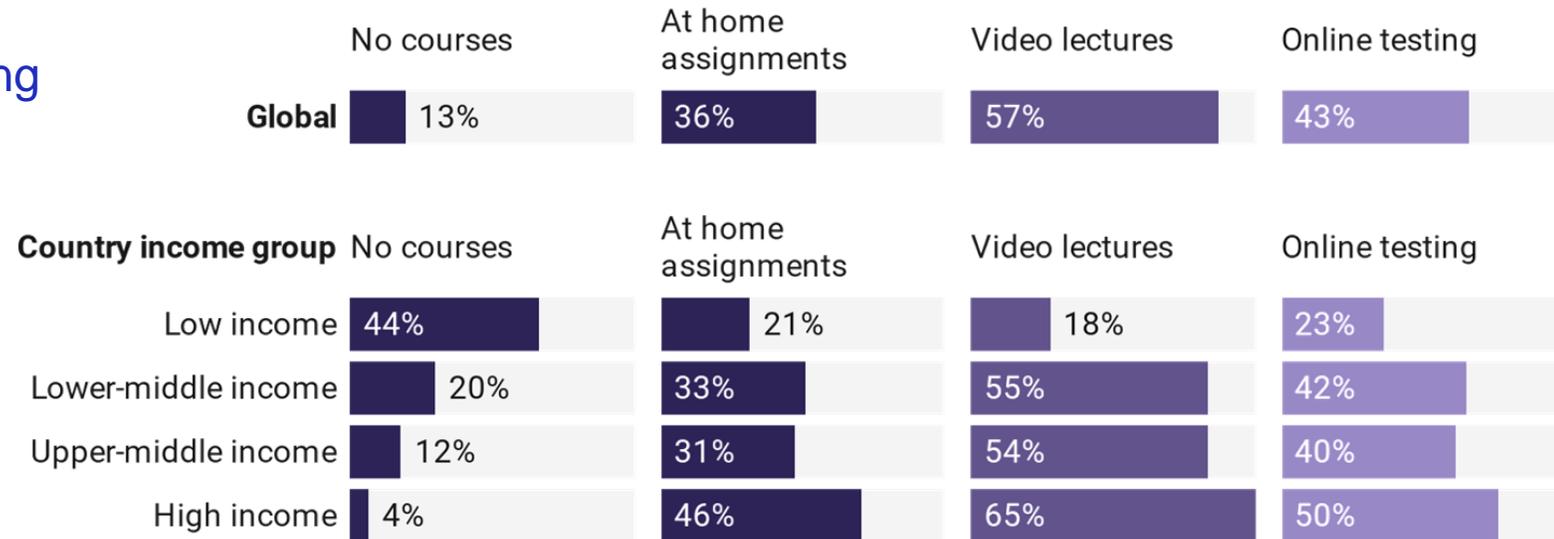


- **Young women** suffered the sharpest declines in employment, especially in middle income countries.
- The fall in employment translated into **inactivity**

► Covid-19: And with large-scale disruptions in education and training

- Nearly **one in eight** (13%) young people saw their education and training come to a full stop.
- Transition to online and distance learning more widespread among youth in high-income countries.
- **Two out of three** (65%) young people report learning less than before the outbreak.
- **Three out of five** (60%) young people report that their education might be delayed or fail.

Share of youth (18-29) exposed to alternative learning opportunities

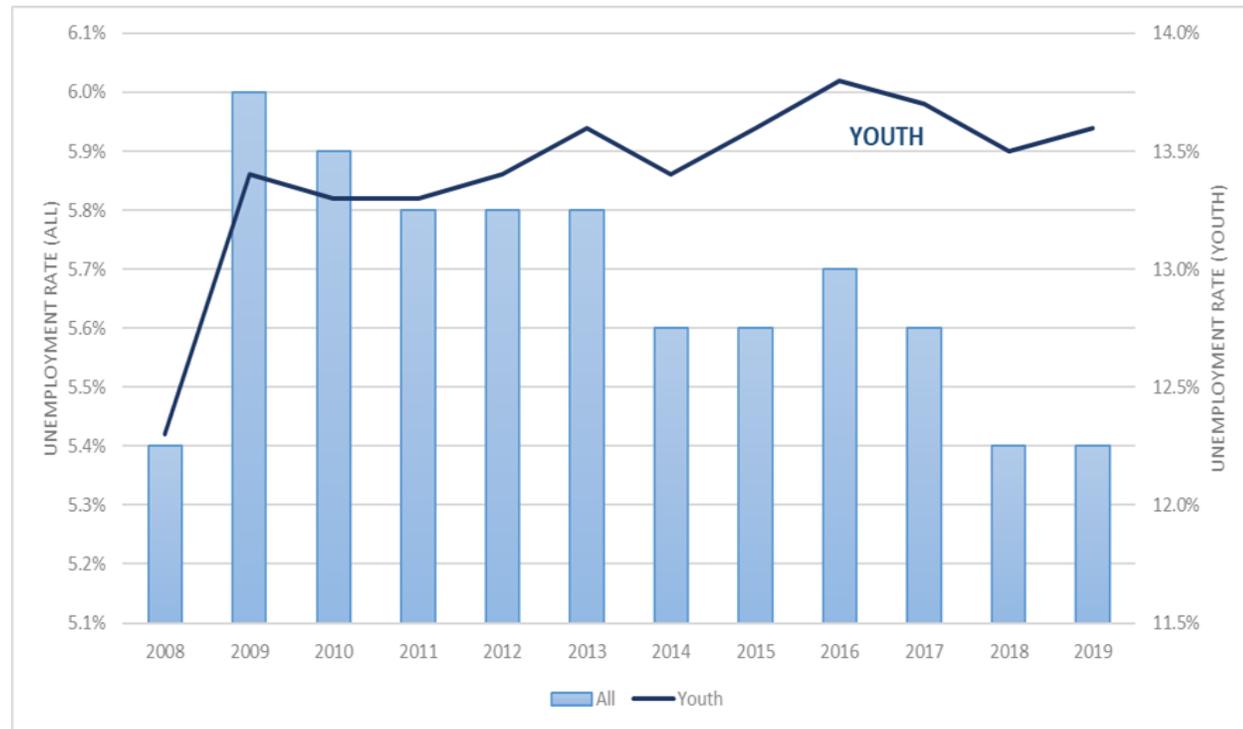


Source: [Youth & COVID-19 report](#)

How quickly will youth employment recover? Faster than others?

Unemployment: 10 years to get back to the pre-crisis level (and youth unemployment rate never made it!)

Probably not, if the previous experiences (e.g. Global Financial Crisis 2008-9) can be a guide.



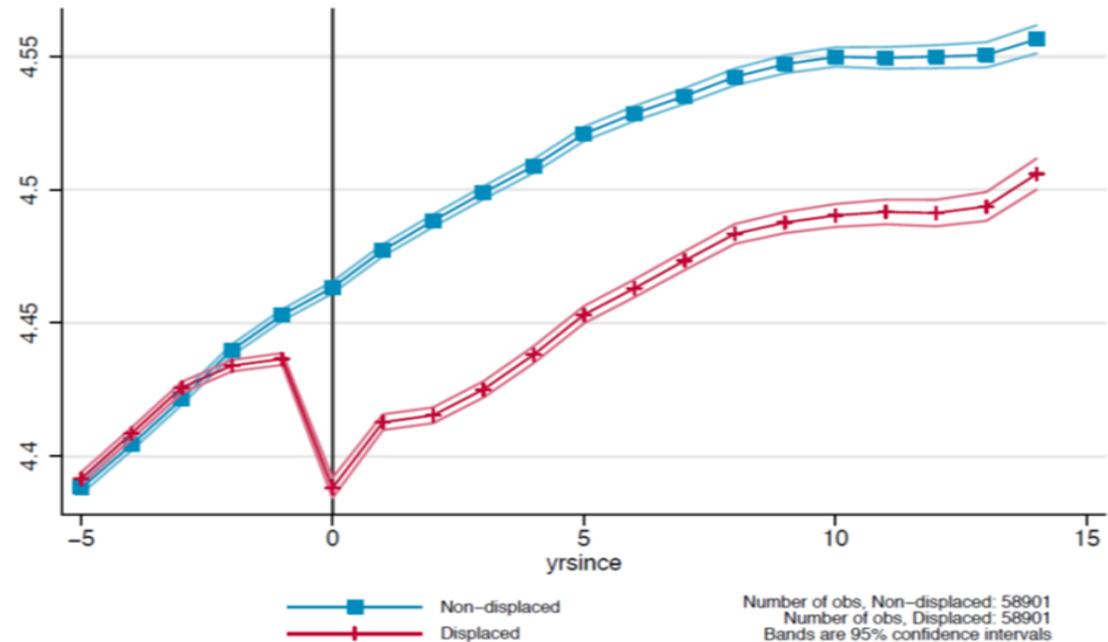
Impacts on youth capability: *Damaging the future?*

The combined effects of lower job opportunities and training may create long-term consequences for youth

The question is how large this **scarring** effect will be.

Episodes of job losses have “permanent” impacts on job quality and earnings.

Persist earning gaps after the episode of job loss (Germany)



Source: Schmieder, von Wachter, & Heining 2018 "The Costs of Job Displacement over the Business Cycle and Its Sources: Evidence from Germany"

Impacts on mental wellbeing: *how large and widespread, and how long?*

- Some preliminary indication from a global survey 2020
- Globally, **one out of six** young people are probably affected by anxiety or depression.
- Lower average mental well-being levels for **young women as well as younger youth**.
- Risk levels for young people whose education or work has been disrupted **almost double** as high.

Possible/probable anxiety or depression according to the Short Warwick Edinburgh Mental Wellbeing Scale

Age cohorts

18-29

17%

30-34

11%

Gender (18-29)

Women

18%

Men

15%

Employment (18-29)

Working

14%

Stopped working (no hours worked)

14%

Stopped working (job lost)

23%

Education (18-29)

Education on track

12%

Education delayed or might fail

22%

▶ WHAT: Policies we need

- Getting **macro policies** (fiscal, monetary, sectoral/industrial, trade, etc.) right in order to boost labour demand for youth and enhance capabilities of young people
 - Need for **youth-targeted programme**, especially for **young women**
 - Including active labour market programmes, as part of national employment policies
- **Skills for the future**, which can meet business demands but also enrich individual lives over the life course
- Strong **institutions**, not ad hoc measures, for sustained and effective support
- **Credible actions**, from verbal to financial commitments
- Developing a **coherent policy package** for actions (see the next slide)

Example: How to bring policies together for greater impacts?

Strengthening the *transition to decent work*

The destination

- Countercyclical fiscal policies
- Economic and employment policies
- Investment in sectors that can create jobs (digital, green)

The path

- Investment in education and training (**core skills, including basic digital and green skills**)
- Youth guarantees (quality apprenticeships)
- Social protection
- Subsidised employment
- SME support

Inclusiveness

Most disadvantaged youth

- Public employment services
- Occupational health and safety (OSH)
- Psychosocial support measures
- Promotion of youth rights



▶ HOW: The way we shape policies

- A grand shift from “working for youth” to “**working with youth**” (UN Secretary General, *Our Common Agenda*)
- Yet, **youth’s participation** in policy development and social dialogue remains weak and non-systematic
- What are **the missing elements**?
 - Noting that youth voice has been so crucial in mobilizing global climate actions, how can we create a similar political momentum for **global actions on youth employment**?
 - Further support for **youth representation**, notably in workers and employers’ organizations
 - Ensure **young women’s voices** in developing a gender-responsive recovery and development