Inter-regional Technical Forum on
Skills for Trade, Employability and Inclusive Growth

National policies for inclusive skills development
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30-31 May 2017
Outline

• Disparities among vulnerable groups

• Integrating skills development for employment promotion
Disparities among vulnerable groups

Are youth increasingly more likely to be unemployed than adults?

- Selected AP countries:

- Thailand
- Malaysia
- Mongolia
- Iran
- Philippines
- Sri Lanka
- India

www.ilo.org

Siem Reap, 30-31 May 2017
Disparities among vulnerable groups

What status in employment do urban and rural workers hold?

• Example (ILO estimates)
Disparities among vulnerable groups

How likely are rural workers to be in ‘vulnerable’ employment, depending on educational background?

- Example 2012 (ILO estimates)

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Disparities among vulnerable groups

How does educational attainment affect employment prospects?

• Can reduce the likelihood of holding informal employment.

% informal employment in formal sector, 2014

- University+
- College
- Trade college
- Mid-level professional training
- Mid-level job training
- Upper secondary
- Primary job training
- Lower secondary
- Primary
- Incomplete primary
- Never attended
Integrating skills development in employment promotion

Diversification poses multiple challenges **at the same time**

- Demands for different/new skills
  - Sufficient competencies? Among the vulnerable groups?
  - Is there capacity/capability for policies to respond? How quickly? To what extent?
  - Can disparities among the vulnerable groups widen?
Integrating skills development in employment promotion

Diversification poses multiple challenges at the same time

• ‘Right’ environment
  • Macroeconomic
  • Market networks and demands
  • FTAs/Economic Partnerships
  • Enterprise development – regulations/finance
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Diversification poses multiple challenges at the same time

• Greater **coordination** required between skills, employment and economic (trade) policies

  • Policy efficiency and effectiveness – concerted action and policy messages

  • Platform to bring key stakeholders together

  • Information: labour market, registration, policy and institutional
Integrating skills development in employment promotion

Case of Cambodia – led and coordinated by the MoLVT

- National Employment Policy 2015-2025 embodies skills development as one of the key goals

- It coordinates-aligns with the Industrial Development Policy 2015-2025

- The goal on skills development is led and coordinated by DGTVET

- Different stakeholders and their policy actions are brought together in an inter-ministerial committee
Integrating skills development in employment promotion

Case of Cambodia – led and coordinated by the MoLVT

• Multiple facets of vulnerabilities can and need to be addressed within the policy framework, e.g. through:
  
  • Skills development – including those already out of school

  • Facilitating formalization

  • Improving working conditions
Integrating skills development in employment promotion

Case of Cambodia – led and coordinated by the MoLVT

• Some lessons are being learned through the policy cycle
  
  • Policy mapping (at the implementation plan level) is a useful exercise
  
  • Policy coordination is difficult! ... particularly at the implementation level
  
  • Implementation & coordination at the local authority level may require further support
Integrating skills development in employment promotion

Case of Cambodia – led and coordinated by the MoLVT

- Some lessons are being learned through the policy cycle
  - Capacity constraints
  - Stronger monitoring & evaluation framework
  - Evaluation/assessments - especially in relation to inclusion of the most vulnerable
Thank you!