



Young People's Learning, Skilling, Social Inclusion
and Transition to Decent Work

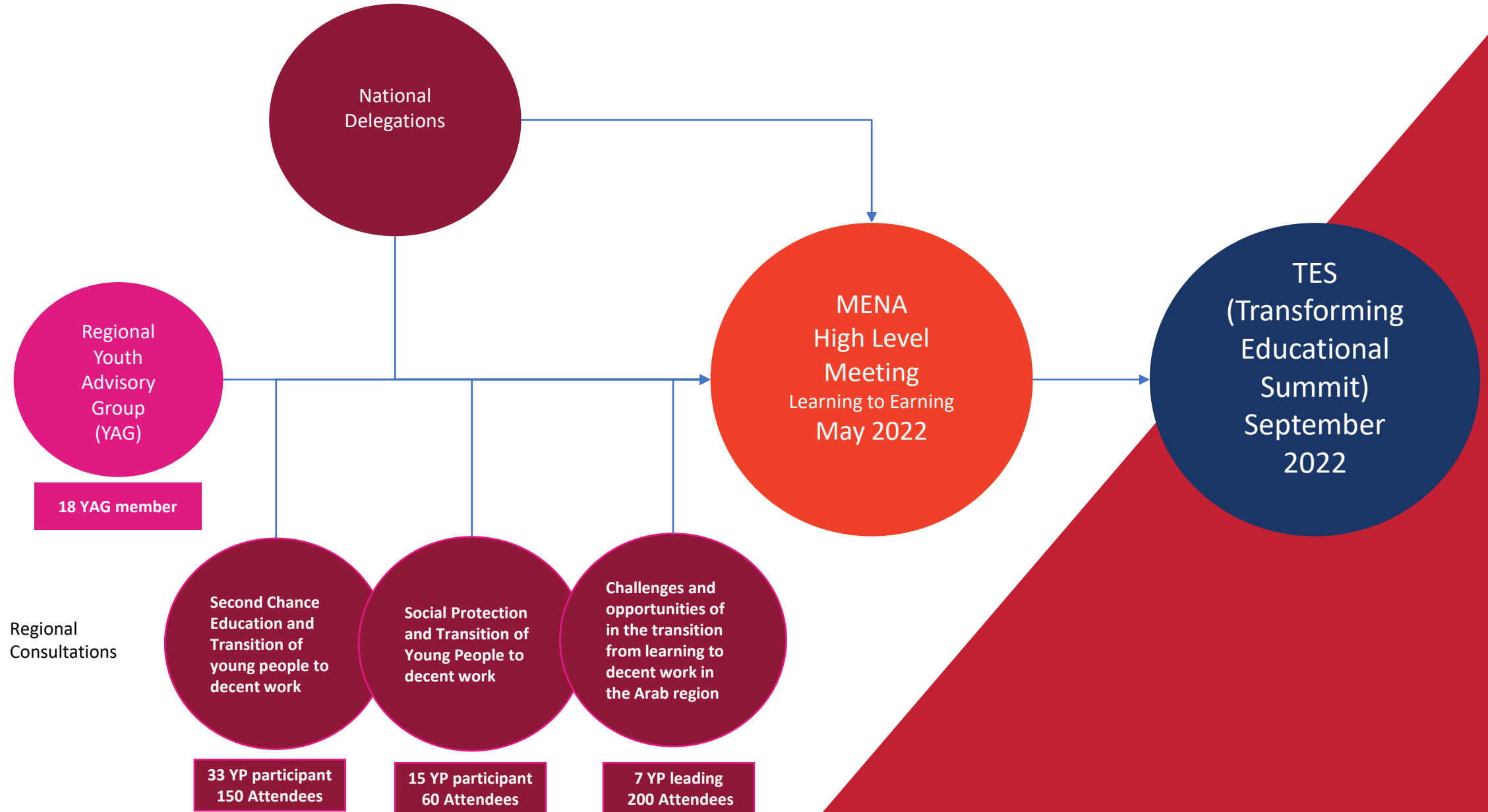
23 & 24 May 2022

Youth Advisory Group

“Our Current Reality”

Challenges, Opportunities, and Key
Recommendations

The Process of Young People's Engagement in the HLM



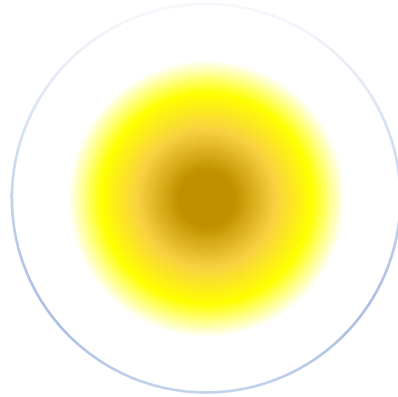
Youth Transition to work: What is stopping US ?

COVID-19

Climate Change

Digital and
Technological
Revolution

Instability and Wars



Underground
Issues

Social and economic issues push young people to work at an early age and accept any work with low salaries, which led to an increase in migration and search for decent job opportunities

Lack of motivation

Inequality and discrimination

Deteriorating economic situation

Dropouts from formal education

Marginalization of the role of youth

Lack of Social Security

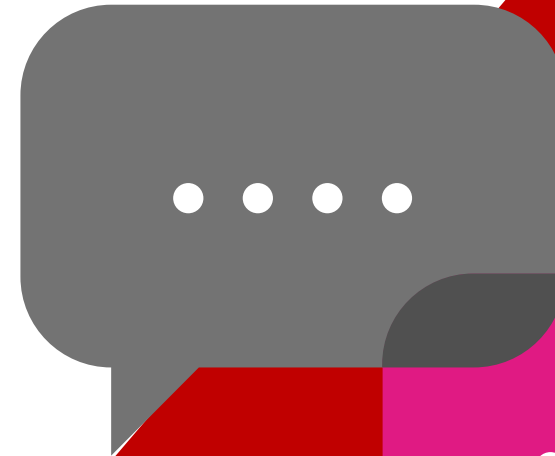
Mismatch with marketplace

Current Education system

“Due to many graduates in certain and specific majors, young people are forced to work in other fields.

This is one of the main reasons why they don't follow their dreams.”

Resource:
RT1: Second
Chance
Education



Key Challenges Identified by Young People through the HLM Engagement Process

Education and Skills Development

Education systems are not focused enough on building the life skills

Social factors including family pressure, bullying, stigma and discrimination continue to challenge us

For those of us who dropped out of school – the pathway back to formal education, alternative learning opportunities or to decent work are difficult.

Lack of resources in Arabic Language

Transition to labour market

Internships, apprenticeships and on-the-job training are valuable opportunities to gain work experience, but they are too few and too short in duration.

More Career guidance and counselling is needed

Lack of certified trainings makes it difficult to find decent work

Decent Work

“Wasta” is still too prevalent across the region.

Lack of protection at the workplace open us up to exploitative practices

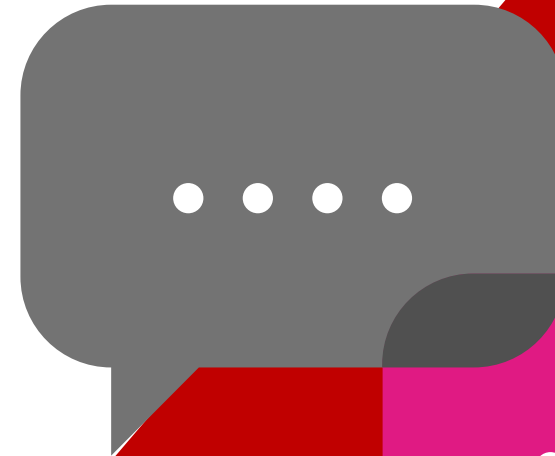
Lack of awareness of the importance of an entrepreneurial mindset.

Lack of motivation, mental health issues, and apathy

“ I do not prefer being employed by public or private sector, because I feel that I am following their restrictions, limited in time and limited income.

As they limit my dreams and ambitions.
My first goal is to establish my own enterprise.”

Resource:
RT1: Second
Chance
Education



Girls and Young Women Face Specific Challenges

Education and Skills Development

There are still too many girls dropping out of school early and getting married before the age of 18.

Social norms and stereotypes in our countries limit areas for study deemed appropriate for girls. TVET opportunities for instance are not encouraged for young girls.

Limited access to information

Limited places for learning (transportation issues, cultural restrictions, ext...)

Transition to labour market

Limited opportunities and restrictive gender norms inform acceptable young women's employment outside the home

The access to capital and support to start our own business is even more difficult for us young women.

Pressure to take a larger load than young men when it comes to unpaid care work at home

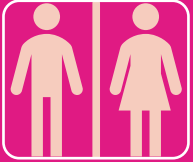
Decent Work

Harassment at the workplace is a major concern for us young women.

We work just as hard as men but often we get paid less.

As we grow older, the lack of family friendly policies, including child-care policies forces us to decide between family and work.

Inequality and discrimination



Gender Discrimination



Nationality discrimination



Class discrimination



Lack of interest in students with learning difficulties



Marginalization of disabled young people

Security

Financial Security

Governmental Security

Safe Environment

Financial Security

Security is one of the important factors relevant to all the youth recommendation:

Young People Well-being and Mental health

Key Recommendations:

- ✓ Education and Skills Development
- ✓ Transition to labour market
- ✓ Decent Work
- ✓ Social Protection
- ✓ Youth Engagement and Participation in decision making
- ✓ Power of Partnership



✓ Education and Skills Development

Education systems must be reformed to increase a focus on skills

Capacity building must better connect with practical experience

Engage Second Chance Education young people in the labor market

Increase the number of Resources in Arabic language.

Private Sector

Providing the technical support for the Educational System

Providing paid internship opportunities

Giving decent employment opportunities to holders of informal certificates

Offering more access to information in Arabic to all young people

Governments

Adapt curricula on an ongoing basis

Establish joint programs

Facilitating and accrediting certificate holders from second chances for education

Increasing the number of translations and researches in Arabic language

Donors

Monitoring and Evaluating the Educational Curricula on a regular basis

Directing fund for training that enhance the skills

Support and organize extracurricular activities

Prioritize the right: Access of Information in Program Planning

✓ Transition to labour market

Support youth transitions through better information and career guidance

Encourage and support opportunities for youth to gain work experience

Ensure equal access to employment opportunities for young people

Private Sector

More inclusive career planning and guidance

Provide Paid Internships

Adopt Fair hiring practices

Governments

Build the network between the job market and schools

Provide Certified Training

Adopt policies for engaging vulnerable young people in the labour market

Donors

Exchange of good practices between governments

Measuring Impact of programmes

Support linkages between Public and Private sectors.

✓ Decent Work

Enable the formal private sector to grow and create needed decent work

Orient and Support young people towards Entrepreneurship

Equal opportunities across governorates including marginalized areas

Private Sector

More partnerships and investment

Providing training that empowers young people with entrepreneurship skills

Supporting young people' initiatives in rural and marginalized area

Governments

Improving digital infrastructure

Facilitate procedures for start-ups

Decentralize governmental services

Donors

Funding for innovation programs for young entrepreneurs,

Provide necessary funding for young entrepreneurs

Monitor and Evaluate the programs following up, on lessons learned

✓ Social Protection

Raise awareness on working laws and protecting remote work

Equal access to employment opportunities for young women, displaced young people, those living in marginalized communities, and those with disabilities

Increase Corporate Social Responsibility (CSR)

Private Sector

Organize flexible hours and support the freelancer works with young people

Adopt policies to increase the representation of talented young women in career fields

Activating the CSR in all private sectors

Governments

Adopt laws to protect remote working

Adopt fair laws for the rights of women, displaced young people, disabled young people and marginalized to have equal opportunities with other young people.

Adopt new policies for an obligatory social contribution from private sector

Donors

Support Governments and Private sectors in establishing new policies and TORs.

Focus projects on the most vulnerable groups in various regions

Raise awareness on CSR and support programs that have social impact

✓ Youth Engagement and Participation in decision making

National governments must create genuine space that supports youth engagement

Participation of young people in designing programs is essential

Adopting Peer to Peer Participatory Methodologies

Private Sector

Support youth-led organization and networks

Train young people and involving them in the implementation and research

Peer to Peer Mentorship programs

Governments

Engage young people on a policy level and in decision-making

Involve youth in project planning and decision-making through the formation of youth advisory committees

Engage young people on a policy level

Donors

Support governments and the private sector to create safe spaces for young people

Insist that youth participation is mandatory

Fund participatory programs and ensure on the link between the methodology with all sectors and thematic areas

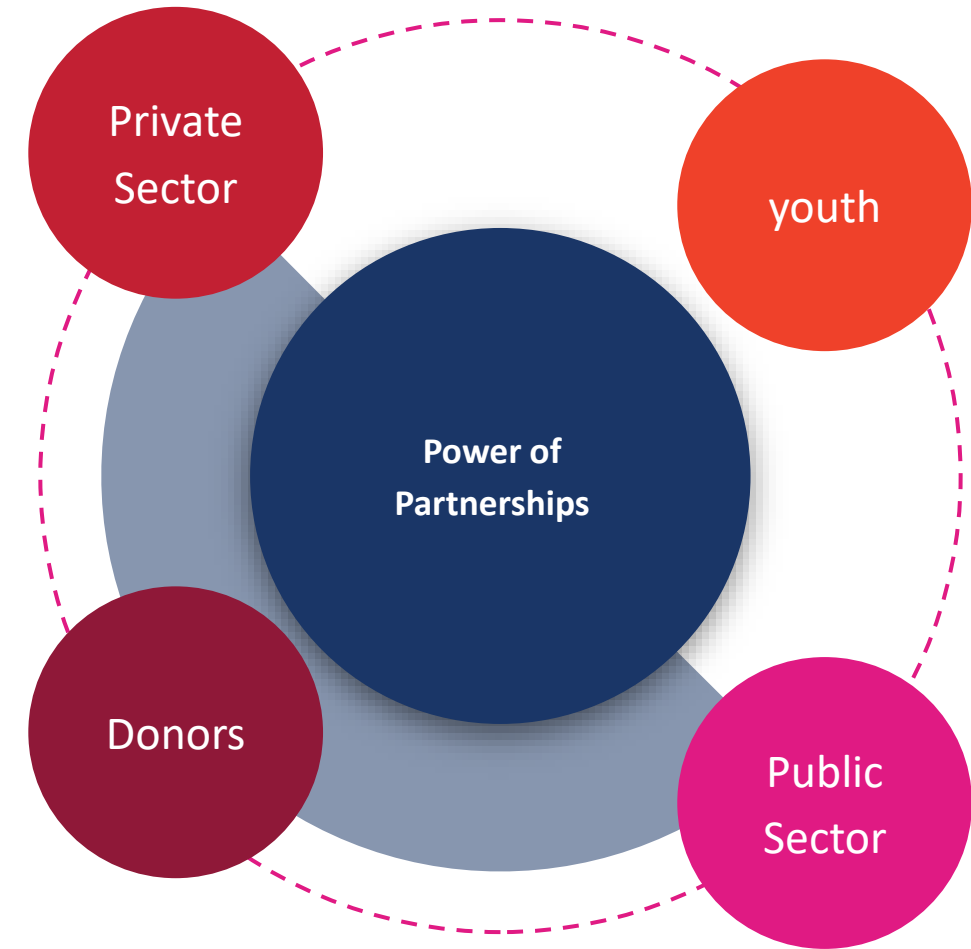
✓ Power of Partnership

Create stronger networks of youth-led organizations at both regional and national level

Strengthen regional cooperation between various decision makers to promote the exchange of best practices

Involve young people in co-creation of programmes

Parents, schools and community stakeholders should work together with young people to ensure quality education and career orientation



A hand-drawn illustration of a white rectangular sign with a thick black border. The sign is held by a hand on the left side, with the thumb pointing up. The sign is set against a background with a red triangle on the top-left and a maroon triangle on the bottom-right. The text "THANK YOU" is written in the center of the sign in a bold, red, sans-serif font.

THANK YOU