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Unemployment insurance systems and youth employment policies

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Introduction

During the 2008-2010 triennium the Technical Commission on Employment Policies and Unemployment Insurance examined the theme of demographic change.

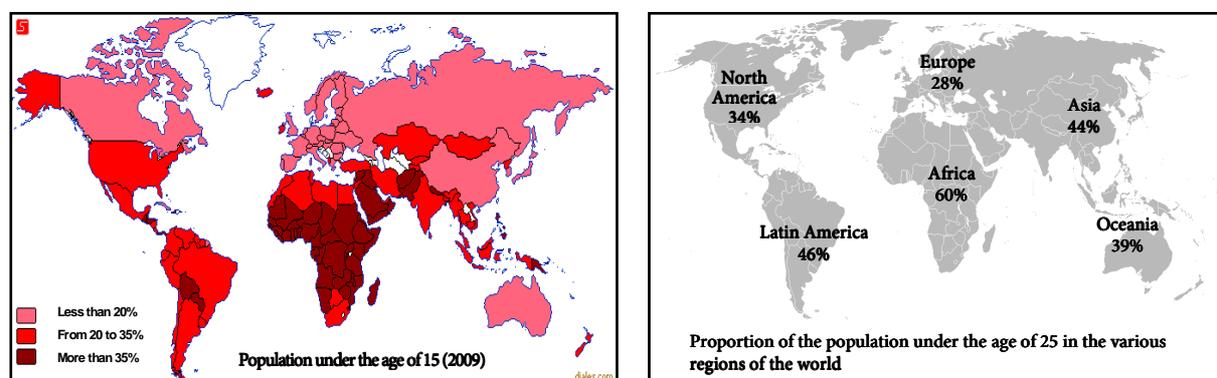
However, the basic pattern of demographic change varies significantly from one region to another. For this reason the Commission separated its work into two parts.

The first part concerned the retention and return to work of older workers, and is published in Synthesis Report No. 31 at <http://www.issa.int/ressources>.

It concentrated mainly on Europe and more widely on the Organisation for Economic Co-operation and Development (OECD) countries, where the challenge is the ageing of the population and its economic and social impact.

The second part concerning youth employment focused more on emerging and developing countries. As we shall see, however, some of the challenges present in these countries are also to be found and are well known in OECD countries.

Figure 1. Africa and the Middle East



In Africa and the Middle East 40 per cent of the population is under 15 and more than 60 per cent is under 25 years of age.

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Despite falling fertility rates, the devastating effects of the HIV-AIDS epidemic and high rates of maternal mortality, Africa is still the region with the highest rate of demographic growth and the youngest population in the world.

More than 60 per cent of Africa's population is now under 25 years of age. A growing number of healthier and better educated people enter the labour market each year. These young people experience many problems in finding work.

Youth unemployment stands at 24 per cent in North Africa. Young women are even more badly affected with an unemployment rate of 30 per cent, compared with 20 per cent for young men. The employment rate for women is also very low at 24 per cent, compared to 68 per cent for men.

In North Africa even young graduates, who are increasing in number, have problems finding work. For example, the percentage of young people with higher educational qualifications who are unemployed rose from 6.6 per cent in 2000 to 20 per cent in 2007 in Tunisia, even though that country is otherwise fairly successful in terms of employment.

Challenges facing emerging and developing countries

In September 2000 heads of state and government from all over the world adopted the Millennium Declaration and the Millennium Development Goals. Even though these commitments have been repeated several times, the global employment situation has changed very little over the past decade in spite of sustained growth in the region. Such growth, however, was due more to capital-intensive than to labour-intensive sectors.

The situation in the region has been further exacerbated in recent years as a result of the world economic crisis which has brought a significant downturn in foreign investment.

The first challenge in those regions is hence to create employment and to integrate young people into the labour market. A further priority is to protect the population against poverty and precarity.

Youth employment: a challenge shared with OECD countries

Some of these challenges, particularly the integration of young people into the labour market, also affect OECD countries, which thus have a certain experience in this area.

According to Eurostat, youth unemployment stood at 20.5 per cent in the European Union in May 2010. This is twice the overall unemployment rate, which is 9.6 per cent. These are average figures. In some countries youth unemployment is much higher.

In Belgium the youth unemployment rate is 23.8 per cent. It is 25.9 per cent in Sweden; 26.5 per cent in Ireland; 29.2 per cent in Italy; 35.1 per cent in Slovakia; and 40.5 per cent in Spain.

Hence, the problem of youth unemployment is not confined to developing or emerging countries, but also a major long-standing issue in European countries and the OECD in general.

The three major themes of the Technical Seminar

During the seminar held in Brussels, Belgium, on 8-9 July 2010 at the invitation of the National Employment Office, the following three themes were discussed:

1. employment policies, especially for young people, in emerging and developing countries;
2. the design and development of unemployment insurance schemes conducive to the transition to a market economy and able to protect the population against poverty in those same countries;
3. the policies implemented and lessons to be learned from youth employment strategies in European countries.

Susana Puerto Gonzalez, Expert from the Youth Employment Network (YEN), Diego Rei and Ursula Kulke, Experts from the International Labour Office (ILO), and Milan Vodopivec, Expert from the World Bank, presented reports on these issues; representatives of member institutions presented good practices to illustrate these three themes.

Theme 1: Youth employment policies in emerging and developing countries

Under the first theme representatives of the YEN and the ILO shared their experiences and views on the issue of youth unemployment.

The problems of youth unemployment and the solutions found in North Africa, the Middle East and China were then examined to illustrate the subject.

Introduction to the challenge of youth employment

The YEN described the global challenge of youth employment based on an evaluation of projects in several countries (Senegal, Ghana, Peru, Sierra Leone, etc.). Since young people on the labour market are more vulnerable than adults, any policies which are introduced must be suitably adapted.

The YEN divided the obstacles which prevent young people from finding employment and make them rapidly lose their jobs into five major categories and examined suitable related policy options.

Labour market obstacles	Policy options
Lack of the required technical, general and social ("life") skills such as good appearance, punctuality, appropriate attitude and ethical sense.	"Vocational training" in the broad sense, including support. A programme of social and civic instruction and skills.
Poor matching of jobseekers and workers, since in many cases no official channels are available.	Placement offices. On-line matching.
Inadequate definition of skills.	Certification of skills. Certification by firms and training institutes.
Lack of entrepreneurs owing to the lack of finance, staff and social capital.	Coaching to improve initial entrepreneurial skills. Sponsorship schemes. Facilitating access to financing.
Lack of job offers because economic growth is inadequate or because the rules for hiring and firing staff are too rigid.	Public works projects. Wage subsidies (for low-productivity workers).

The YEN stressed the importance of first undertaking a full analysis of the basic obstacles facing young people in the labour market of the country concerned so as to take appropriate policy measures. In conclusion, the YEN stressed the value of investing in youth: it was relevant, necessary and brought results (see: www.youth-employment-inventory.org).

Youth employment policies: the ILO approach

The ILO advocates an integrated national approach to unemployment giving high priority to solving the problems of youth unemployment. It is important to invest in sectors which generate employment and not only in those which stimulate economic growth alone. Job creation must be combined with the inclusion of young people in the labour market.

The quality of jobs for young people is as important as the quantity. Young people are entitled to decent employment, even though they are not always in a position to negotiate because they are insufficiently aware of their rights or because there is no legislation. Moreover, national legislation should be based on the International Labour Standards, in order to remove discrimination against young people as regards equal pay for equal work. The ILO then emphasized that the greater the number of people involved in the design and implementation of measures aimed at youth employment (importance of social dialogue), the greater the chances of ensuring “good management”.

Young people and unemployment insurance schemes

The ILO pointed out that in many countries only a small percentage of unemployment allowances reach young jobseekers. Young people often work under precarious employment contracts that do not entitle them to allowances, or fail to meet the entitlement criteria (minimum period of continuous employment and in some cases age limits). A third explanation may be that young people are over-represented in the informal job circuit, which does not entitle them to unemployment allowances.

In a brief analysis of unemployment schemes in 82 countries based on the ISSA database, the ILO categorized the schemes as follows:

- 28 countries require payment of contributions for an average of one year or apply a minimum age limit (34 per cent were “unfavourable to young people”);
- 48 countries require payment of contributions for at least six months, often combined with training (59 per cent were “favourable to young people”);
- 6 countries had a programme for first-time jobseekers, in most cases targeting young people finishing their studies (7 per cent were “favourable to young people”).

The ILO identified three possible causes for this differential treatment of young people: budgetary restrictions, socio-political factors (such as the choosing to consider that young people could get help from their families) and the preconception that young people were more likely to abuse the system (see: <http://www.ilo.org/youth>).

The labour market and youth unemployment in North Africa and the Middle East (MENA)

Agriculture accounts for 60 per cent of all jobs in North Africa and the Middle East. Employment in the industrial sector is falling constantly, and now represents only 10 per cent at the most. The service sector has become the main source of added value. Economic growth is unevenly distributed: one-fifth of all Africans live in countries with poor economic growth.

The labour market is limited even in countries with higher levels of growth, where it is characterized by more precarious forms of employment: in small jobs, temporary jobs or jobs in family enterprises. In North Africa an estimated 40 per cent of all jobs outside agriculture lie within the informal job circuit with a figure of more than 50 per cent self-employed.

There are currently 200 million young people in Africa. The number of young people is expected to be twice that in 2045. Many young people are insufficiently qualified, often because they have left school prematurely or have had no access to education because of regional conflicts.

The number of young unemployed in the MENA countries rose from 6 million in 1997 to 6.5 million in 2009 owing to the rapid growth of the active population and the rigidity of the labour market. A striking feature is the high proportion of women and young graduates among unemployed young people.

The constant flow of young people with university degrees willing to work only in the public sector for reasons of job security, comes up against a reduction in the number of jobs available in the public sector. The private sector is mainly looking for unskilled workers. IT hesitates to recruit young graduate jobseekers because of their lack of skills or doubts concerning the quality of their degrees. The over-representation of women is very surprising in the Middle East. This region, especially the Gulf States, is also marked by a large cohort of foreign workers. Specific programmes are currently being developed there to stimulate the recruitment of national workers.

Solutions to youth unemployment in North Africa and the Middle East

Three solutions have met with success in North Africa and the Middle East:

1. the privatization of public enterprises, combined with a reduction in restrictions on hiring;
2. the development of public works programmes;
3. the development of microfinance systems for small independent enterprises so as to promote self-employment and to reduce economic vulnerability (for example, the creation of a “General Employment Committee” in Syria to promote self-employed activity among young people through the provision of technical and material support from concept development to project implementation – a form of expanded sponsorship).

Youth employment policies in China

China faces problems such as the mismatch between supply and demand (China does not have sufficient teachers or qualified trainers) and rural migration to urban areas. 70 per cent of those leaving the countryside for the city are young people. They find themselves in a totally different environment and in particular face very high housing costs.

Since 2009 China has almost doubled its employment promotion budget in order to address the crisis: from Yuan (CNY) 26 billion in 2008 to CNY42 billion in 2009, and CNY43.3 billion in 2010.

To assist young graduates, China is developing employment policies aimed at improving its employment services and aid programmes, providing subsidies to young people settling in under-privileged areas, assisting young people setting up as self-employed workers, and providing financial support for a number of trainees.

To assist other young people, China is focusing on special training programmes and on providing assistance through employment agencies.

The main accent is on:

- making youth employment a priority;
- improving the employability of young people;
- improving services;
- providing decent work (better wages and working conditions).

Theme 2: The design and development of unemployment insurance schemes in developing countries

Both the World Bank and the ILO had a clear vision of unemployment insurance schemes: financing varies according to whether the risk involved is individual or shared through solidarity, depending on the underlying philosophy.

For the Belgian Centre for Social Policy, Herman Deleeck stressed the selective nature of the unemployment risk: young people, the low-skilled, migrants, older people, and women are often the first and worst hit by unemployment.

In addition to the World Bank and ILO, this section also describes the introduction of an unemployment insurance scheme in China.

ILO Conventions

The ILO's objective, as framed at its inception in 1919, retains its relevance today: "to improve working conditions, among other things through the prevention of unemployment (Treaty of Versailles)." In 1944 this was expanded include the provision of a basic income to all in need of it and not only to workers and their families (Declaration of Philadelphia).

The ILO pursues its aims mainly by setting universally applicable standards (in Conventions and Recommendations). The main standards concerning unemployment allowances are the Social Security (Minimum Standards) Convention, 1952 (No. 102) and the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168).

Convention No. 102 is the only international instrument which defines minimum standards for the nine branches of social security in terms of minimum percentage of the population that must be covered, the minimum level of allowances and conditions of entitlement. Flexibility clauses have been used to enable as many countries as possible to ratify the Convention.

Convention No. 168 addresses the coordination of unemployment insurance and employment policy: insurance schemes must not discourage the unemployed from seeking work or employers from offering productive employment.

The main principles embodied in the two Conventions are:

- law-based rights;
- collective financing: employers' and workers' contributions (the total of the latter must not exceed 50 per cent of the cost of the scheme) and/or public authorities;
- amount of allowances: periodic allowances equal to at least 45 per cent of previous income;
- solidarity and risk sharing (impossible with individual savings accounts);
- management by two or three parties;
- overall responsibility for the distribution of benefits lies with the public authorities.

ILO recommendations concerning the introduction of unemployment insurance

To introduce unemployment insurance successfully, it is important for a country to have:

- a sufficiently large population of workers in stable employment;
- a well run public employment service; and
- some national experience in the administration of other branches of social security.

The unemployment insurance scheme must closely match the specific needs of the country and go hand in hand with an active labour market policy. The involvement of political actors is of essential importance for the development and acceptance of the system. To this may be added the fact that the scheme must be based on ILO standards translated into national legislation.

Bahrain, a recent example of the introduction of an unemployment insurance scheme

The case of Bahrain illustrates the concrete steps that must be taken in setting up an unemployment insurance scheme. In Bahrain the starting point was the high level of youth unemployment. The impact of the legislation introducing unemployment insurance has been very positive: unemployment fell from 13 per cent in 2004 to 4 per cent in 2008 and 87 per cent of the beneficiaries in 2008 were young school-leavers and graduates.

World Bank recommendations concerning the introduction of unemployment insurance

Unemployment insurance schemes such as those which exist in the OECD countries cannot be introduced in developing countries without modification. The latter often have only limited administrative capacity and a sizeable informal sector. Moreover, the World Bank has observed that in developing countries the unemployed are not necessarily among the poorest members of the population (in the Philippines, for example, only 12.1 per cent of the unemployed are poor, while the general poverty level is 25 per cent).

It is essential to simplify the regulations and to provide more financial incentives for a return to work. The World Bank offers the following advice:

- simplify the monitoring of jobseeking behaviour and of jobseekers' availability so as to avoid costly administration and ineffective bureaucracy;
- provide small allowances for limited periods (e.g., 50 per cent of the lost wage for a period of 6 to 9 months) degressive over time; and
- replace all or part of the solidarity unemployment insurance scheme by what is called an unemployment insurance saving account (UISA) to encourage jobseeking.

The World Bank individual savings account system

The World Bank recognizes two types of individual savings account systems.

In the first, “UISA-cum-borrowing”, the unemployed person can draw money from the savings account even if the account does not contain sufficient resources. Pension credits act as a guarantee in the event of an insufficient balance. This system was used in the proposal submitted by Jordan.

The second model, “UISA-cum solidarity fund”, is a hybrid system: the unemployed person can withdraw money from a solidarity fund when his or her individual savings account is empty. This system is used in Chile where both workers and employers contribute to individual savings accounts and a solidarity fund is financed by employers and the public authorities. Employers settle final contributions from redundancy payments.

Although a number of issues remain unresolved, the replacement of classical unemployment insurance by individual insurance is an innovation and one possible solution for the financing of an unemployment insurance scheme. The discussion is also ongoing in the industrialized countries.

Unemployment insurance schemes in China

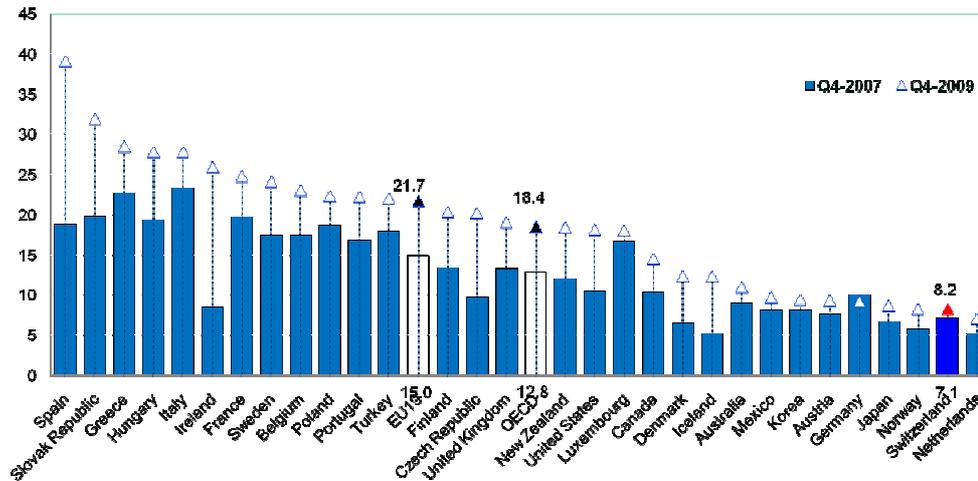
In 1986 China introduced a basic framework for unemployment insurance which provided cover only for state enterprises and was financed exclusively by employers (1 per cent). This insurance scheme has covered all urban enterprises and institutions since 1999. It is now financed jointly by employers (2 per cent) and workers (1 per cent), and the public authorities intervene in the event of budgetary problems.

To gain access to the system, the unemployed must have paid contributions for at least one year and have been dismissed contrary to their own volition, they must register and be willing to accept any suitable job. The registered urban unemployment rate is 4.3 per cent (2009). The allowance is a fixed percentage of the minimum wage and is time-limited.

Theme 3: Policies implemented and lessons to be learned from youth employment strategies in European countries

European countries and the OECD countries in general, are also familiar with the problem of youth unemployment. The following graph shows the extent of youth unemployment among 15 to 24 year-olds.

Graph 1. Extent of youth unemployment among 15 to 24 year-olds



Source: OECD.

Belgian youth unemployment policy

With a youth unemployment rate of 23.8 per cent, Belgium is above the European average of 20.5 per cent (EU27, May 2010). Its approach to youth unemployment is an integral part of Belgian employment policy.

The Higher Employment Council is a Belgian scientific body comprised of experts (senior officials and university professors) responsible for providing advice and submitting reports on employment policy to the Government. The Higher Employment Council submitted a report on the access of young people to the labour market in October 2009.

In general terms, the Council stressed the need for a global and coherent policy focused on strengthening job-creating economic growth.

However, it also indicated that special attention must be paid to young people, as analysis showed that they are more vulnerable to unemployment than adults, even in a favourable economic context. Steps must also be taken to prevent cyclical unemployment, which is growing rapidly as a result of the crisis, from turning into structural unemployment once the crisis is over. The Council made the following recommendations based on a detailed analysis of the situation in Belgium:

Training

- quality teaching for all;
- study of at least one national language for foreigners;
- reduce the number of students repeating a school year and dropouts;
- raise the status of on-the-job training.

Support

- priority should be given to those who have the skills needed to enter the labour market immediately;
- acquisition of skills for the others;

- instruction in rights and responsibilities;
- support traineeships in enterprises.

Placement

- temporary and interim contracts as stepping stones to more stable integration;
- student contracts;
- a specific approach for the most vulnerable;
- combat discrimination.

The recommendations of the Higher Employment Council are very close to those of the European Commission and the OECD.

In Belgium a great many policies have been introduced. The main structural measures are:

- first jobs, which require employers to recruit a certain number of young workers;
- reduced social security contributions for young people, based on age and training;
- support provided for young jobseekers by regional employment services;
- flat-rate waiting allowances for young jobseekers unable to find a job at the end of their studies.

A number of measures have been taken in 2010 to increase support for youth employment. In the following list the first measure is of a mainly cyclical nature, while the others are more structural.

The “Win-Win” recruitment plan

In line with the above recommendations, this measure is designed to facilitate the recruitment of those jobseekers in greatest need in a period of crisis. The aim is to avoid unemployed workers especially young, less qualified jobseekers, getting bogged down in the situation. It is based on the active use of unemployment allowances: a jobseeker thus continues to receive a flat-rate unemployment allowance which the employer can deduct from the net wage laid down in the employment contract and based on the agreed scales which apply to the sector in question.

Enterprise traineeships

This measure, which came into effect on 1 April 2010, is intended to facilitate the recruitment of low-skilled jobseekers, particularly young people, by providing them with an opportunity to serve as a trainee in an enterprise for a period of two months. During this period the young jobseeker is entitled to a waiting allowance (allocated in advance) or to continued payment of an unemployment allowance. Employers may pay an additional allowance. The employer must enter into a tripartite contract with the young jobseeker and the regional employment and training service. At the end of this two-month period the enterprise must recruit the jobseeker on the basis of an employment contract of indefinite duration, which may not be terminated during the first two months.

Reform of the plan which provides support and follow-up for jobseekers

A draft proposal for reform envisages reinforced and more rapid support services better tailored to the individual needs of jobseekers, particularly young jobseekers, and special more long-term support for jobseekers a wide distance from the labour market.

Other measures

- encourage traineeships in enterprises for students and jobseekers (such periods being covered by the legislation on first job contracts);
- encourage mentorship, that is, on-the-job training of young recruits by experienced workers (by providing bonuses and reduced contributions for mentors);
- reduce discrimination in recruitment, especially through support for diversification programmes and awards for model enterprises.

Good practices in three Western European countries

Addressing youth unemployment means adapting communication to a young audience, and it is never too early to start. It is also worth continuing to make an effort even after recruitment. Partnerships enrich unemployment strategies: jobseekers benefit from a wider and more varied choice of services to help them find jobs. These are the findings of good practices in three Western European countries: the Netherlands, Belgium (Brussels metropolitan area) and Switzerland.

The Dutch approach to youth unemployment

In the Netherlands, the Institute for Employee Benefit Schemes (*Uitvoeringsinstituut Werknemersverzekeringen* (UWV)) introduced a number of special programmes for young unemployed persons (2004-2008 and 2009-2011) which produced excellent results. The key to the success of both programmes is that they established effective contact with young people through good communications.

A television reality programme filmed a youth being literally dragged out of bed and made to look for work, which was screened during the 2004-2008 period. Since young people do not always go to the job centres, a minibus was made available to collect them from their homes. Over a period of three years a team of determined staff managed to fill 40,000 additional vacancies for young people.

The “youth unemployment action plan”, introduced in 2009, actively involves young people. Over the past two years some 200 young jobseekers taken on by the employment service as trainees at the end of their studies have thus been put in a position to search for job opportunities for other young people. Their selection was somewhat unorthodox: existing support staff themselves chose their own colleagues. The active participation of young people benefits all those concerned: the trainee acquires professional experience and gets to know the labour market, young jobseekers find it easier to contact the public services, and the employment service opens up to modern communication methods. The trainees’ conclusions have been published in book form in the “Ideeënboek Inspiratiedag Jeugdwerkloosheid.”

Youth unemployment projects in Brussels (Belgium)

The youth unemployment rate in Brussels is particularly high at 31.7 per cent, in spite of it being a wealthy region with a high GDP.

Actiris, the Brussels regional employment service, has set up a network of employment partners. This provides a greater variety of placement services to help jobseekers integrate the labour market.

The role of Actiris in providing support for jobseekers does not end with the signature of an employment contract. Job coaching is part of the service, and where necessary Actiris addresses problems arising from lack of knowledge of national languages.

Actiris familiarizes students in their final year of secondary school with the job market through the “JEEP” programme (*Jeune, Ecole; Emploi ... tout un Programme*). The JEEP programme is spread over five half-day sessions designed to help students find their bearings and identify their skills and assets so as to enter the labour market successfully. The “student job” JEEP project enables young people to put their existing skills into practice and to discover new ones through a student job.

A special “youth employment” project has also been developed to enable young people to make the most of the services offered by Actiris. The emphasis is primarily on communication: the language and content are specifically aimed at young people, as is the use of modern communications technology. The video “Tu cherches ta voie?” (“Finding your way?”) is a concrete achievement of the project.

Matching education to the job market in Switzerland

International comparisons show that Switzerland is achieving good results on youth unemployment (4.1 per cent in June 2010), a figure which is in line with the low overall rate of national unemployment (3.8 per cent in June 2010). Its youth unemployment strategy is linked to the education system and relies heavily on the close involvement of enterprises and all the actors in the field of vocational training.

Young people who enter the labour market on completing compulsory schooling can enter the job market by starting an apprenticeship in one of the many small and medium-sized enterprises (SMEs) belonging to the “training enterprises” network (see: <http://www.formationprofessionnelleplus.ch>). An alternative for these young school-leavers is a “motivation semester” (*semestre de motivation* (SEMO)). During this period they are exposed to a combination of practice and theory and come into contact with the job market. This service is provided by the unemployment insurance and is intended for problem school leavers.

Young people leaving higher education can undertake vocational training in a public or private enterprise. The employer covers 25 per cent of the unemployment benefit. There is also a commercial practice enterprise (*entreprise de pratique commerciale* (EPC)) where fictional products are negotiated with other commercial enterprises in Switzerland and abroad. Young people with a well-defined commercial profile can thus acquire up to six month’s experience in all departments of the enterprise.

Young people and European ministers of employment

Ms. Joëlle Milquet, Deputy Prime Minister, Minister for Employment and Equal Opportunity of Belgium, gave the closing speech of the seminar. As President of the European Council of Ministers of Employment and Social Affairs, she emphasized that Europe would continue to invest in youth employment.

Five key sectors would receive special attention under the Belgian presidency, and this was the conclusion reached by one of them, particularly as it affected mobility to enter and move within the job market. In terms of youth employment this also meant reinforcing the connection between school education and the job market by improving the performance of education systems. This objective would be translated into European Directives.

Conclusions

The seminar delivered a clear message in terms of a shared awareness of the need to make the fight against youth unemployment a priority. The various innovative plans addressing youth unemployment such as job coaching in the Netherlands, the Win-Win Belgian model to activate unemployment benefits, the Syrian microfinance model, and the Swiss six-month motivation course for young people experiencing problems all provided good witness to this.

The main conclusions concerning youth unemployment were as follows:

- young people often lack life skills;
- communication must be adapted to young people;
- support services should begin as early as possible with (limited) follow-up after employment.

There is no miracle cure. A combination of measures is required which must each time be tailored to fit the real life situation on the job market as much as possible.

Unemployment insurance is facing major challenges, which opens the door to far-reaching discussion. This applies in particular to the debate concerning the social model versus individual savings accounts. International organizations such as the ILO, the World Bank and the ISSA clearly have a role to play on this issue.

Reference documents

A. Documents from the Seminar

Most of the following documents are available in English and French (some in English only) on the ISSA Extranet.

- Introduction de Georges Carlens, Président de la Commission technique.
- Introduction au défi de l'emploi des jeunes (YEN).
- Les politiques d'emploi des jeunes (BIT).
- Les politiques d'emploi des jeunes dans les pays d'Afrique du Nord et du Moyen Orient.
- Les politiques d'emploi des jeunes en Chine.
- Les politiques d'emploi des jeunes en France.
- Conception et développement de système d'assurance chômage dans les pays en développement (BIT).
- Introduction de système d'assurance chômage dans les pays en développement (Banque Mondiale).
- Aperçu sur les systèmes d'assurance chômage en Chine.
- L'insertion des jeunes sur le marché du travail: le contexte européen et l'expérience belge.
- L'emploi des jeunes aux Pays-Bas: pas de jeunes, pas de futur.
- La lutte contre le chômage des jeunes en Suisse.
- L'insertion des jeunes en région bruxelloise: exemples d'initiatives originales.

B. Other documents

- Technical Report N° 32, ISSA, "Politiques d'emploi des jeunes dans les pays d'Afrique du Nord et du Moyen-Orient", Sayed Bilel, Directeur du Ministère des Affaires sociales de Tunisie <http://www.issa.int/ressources>.
- "L'insertion des jeunes sur le marché du travail", Conseil supérieur de l'emploi, Belgium, 2009 Report.

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