preparing National Action Plans on youth employment

developing the NAP: setting priority policies

module 5
• problem identification and analysis
• generating policy options
  – policy areas
  – policy options
  – policy space
  – policy mix
problem identification & analysis
problem identification...

- based on the situational analysis, main problems can be identified
- this stage is the basis for generating policy options and for prioritizing them
- possible steps in the identification of problems:
  1. list problems identified in each section of the situation analysis
  2. establish a hierarchy of problems and select those to be addressed in the NAP
3. analyze causes and effects of the selected problems

Fig. 1: example of cause-effect relationship of high youth inactivity rates

CAUSES

limited number of job opportunities
extend stay in education
improve their chances of getting jobs

discrimination in the workplace

CAUSES

high youth inactivity rates

EFFECT

increasing number of young people in education

young people cannot get employment

youth with limited work experience
generating policy options
1. policy areas

• identify the main policy areas to tackle youth employment problems

Checklist of main policy areas relevant to youth employment

<table>
<thead>
<tr>
<th>Economic and Social Policies</th>
<th>Education and Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>• fiscal policy, monetary policy and exchange rate</td>
<td>• literacy and basic education</td>
</tr>
<tr>
<td>• trade policy</td>
<td>• higher education</td>
</tr>
<tr>
<td>• financial policy</td>
<td>• initial vocational education and training, including work experience</td>
</tr>
<tr>
<td>• investment policy and infrastructure</td>
<td>• workplace and lifelong learning</td>
</tr>
<tr>
<td>• sectoral policies (e.g. agriculture, industry, services)</td>
<td>• social policies (e.g. health, housing)</td>
</tr>
</tbody>
</table>
1. policy areas (cont)

- Enterprise development
  - enabling business environment
  - micro, small and medium-sized enterprise development, including cooperatives
  - self-employment and youth entrepreneurship

- Labour legislation & labour market policies and programmes (LMPs)
  - labour legislation
  - wage policies
  - active LMPs (e.g. employment services, labour market information, public works, subsidies)
  - passive LMPs (e.g. unemployment and social assistance packages)
2. policy options

• within the policy areas, identify policy options based on 3 criteria:

  - **desirability**
    - refers to the likelihood that a policy option is «acceptable» for various interest groups
  
  - **affordability**
    - assesses the expenditure and expected returns
  
  - **feasibility**
    - refers to the resources available for implementing the option
3. policy space

- policy space is the scope for domestic policies that may be available to a government within existing commitments and obligations
- policy decision should consider the capacity of the State to comply with the main requirements of public policies as well:
  - stability
  - adaptability
  - coherence and coordination
  - quality of implementation and enforcement
  - public-regardedness
  - efficiency
4. policy mix

• in identifying the policy mix, it is also important to consider:
  – different impact’s term (short, medium, long) of different interventions
  – sequencing of the policies (and the consequent need to identify and rank the different policies to be implemented in the short, medium and long term)