

## **RIAL SEMINAR ON YOUTH EMPLOYMENT**

Rio de Janeiro, May 20 – 21, 2008

### **Panel 2 – Summary of presentation by the Department of Youth Labor and Employment Policies of the Brazilian Ministry of Labor and Employment**

#### **Question 1**

The commitment of promoting youth employment was assumed by the member countries of the United Nations in the Millennium Declaration of September 2000, in which the heads of state decided to “develop and implement strategies that give young people everywhere a real chance to find decent and productive work.”

In response to this challenge, the National First Job Promotion Program (PNPE) was created as a federal government initiative to provide a permanent and comprehensive social policy focusing on young people and their training and insertion into productive activities. The PNPE was created to target the incorporation of young people aged between 16 and 24 into the working world using actions for generating employment and income, including preparation for the workplace, the identification of vacancies, support for higher levels of schooling, and assistance for alternative income-earning activities.

The program was created to carry out actions in partnership with all levels of government (municipal, state, and federal), civil society (workers’ and employers’ associations, ONGs, religious bodies, etc.), and companies, in search of solutions to the problem of youth unemployment.

The program’s actions are centered around two axes:

- Training to prepare young people for entry into the working world

**YOUTH SOCIAL CONSORTIUMS:** Youth Social Consortiums, set up by organized civil society bodies and/or movements, work alongside young people on joint and complementary actions to assist their training and insertion into the job market.

**YOUTH CITIZENSHIP:** A project carried out in partnership with the Labor Secretariats of states and prefectures, which focuses on education for citizenship and human rights in conjunction with the provision of community services to train young people and incorporate them into productive activities, either through formal employment or through independent and entrepreneurial activities.

**YOUTH ENTREPRENEURSHIP:** The Youth Entrepreneurship program seeks to promote the creation of job opportunities, businesses, employment, social inclusion, organization, cooperation, and entrepreneurship among Brazilian youth by establishing partnerships with national and international agencies that work to support young people.

- Assistance for young workers in gaining access to the job market through partnerships and technical cooperation

**APPRENTICESHIPS:** Professional apprenticeships involve methodological technical and professional training that allows young workers to learn a profession and provides them with their first work experiences.

In the apprenticeship contract, the employer agrees to provide technical and professional training for a young person aged between 14 and 24 who has registered with the apprenticeship program.

**SOCIAL RESPONSIBILITY:** The “Youth Partners” seal of social responsibility is given to social organizations, companies, government agencies, and other institutions that act in partnership with the Ministry of Labor and Employment (MTE) on actions targeting the training, education, preparation, and incorporation of young people into the working world.

## **NEW PROGRAM**

In 2007, the federal government decided to combine all its actions for young people into a single program; thus, the First Job Program was rescinded by means of Temporary Measure No. 411 of December 28, 2007.

On January 1, 2008, a new program called ProJovem was launched, combining all the federal government’s actions targeting Brazilian youths aged between 15 and 29. The program’s purpose is to encourage young people’s return to education, professional training, and human development.

The new program is divided into four mechanisms: ProJovem Urban Youth, ProJovem Workers, ProJovem Rural Youth (“Saberes da Terra”), and ProJovem Adolescents (social/educational service).

The Ministry of Labor and Employment is still responsible for training activities for young people’s incorporation into the working world through the ProJovem Worker program.

The activities of the First Job program – Youth Citizenship, Youth Entrepreneurship, and Youth Social Consortiums – will continue under the new program, targeting unemployed youths aged between 18 and 29 who belong to families with per capita monthly incomes of up to half the minimum wage.

Critical elements:

High unemployment levels among young workers stem from at least two additional factors:

1. Discriminatory practices in company hiring policies, and
2. The unfavorable training and experience levels of young people compared to those workers already in the labor market.

Tackling youth unemployment depends not only on the ability to create new job opportunities and bring about significant reductions in unemployment levels, but also on actions that specifically aim at improving the potential for labor insertion of this segment of the population.

Being poor (per capita income of less than half the minimum wage) has a major impact on young people’s access to the job market.

Situation of Brazilian youth:

- 11.7 million young people live in families that are unable to satisfy their basic needs.
- 4.5 million young people neither work nor study.

To address the situation, the government must implement effective public policies to tackle unemployment, along with development policies or, at the least, policies to encourage real demand and economic acceleration.

## **Question 2**

Effective incentives for maintaining the relationship:

- Youth training through public policies aimed at securing better placements in the job market, with a measurable reduction in turnover.
- Young people receive financial assistance as an incentive to persevere with the training process.
- Companies comply with the law by hiring young apprentices.
- Linkages between different stakeholders in defining priorities and orienting youth-focused activities.

### Question 3

Joint efforts based on a dialogue between the government, companies, and civil society organizations are clearly essential in promoting long-term policy options for establishing the macroeconomic conditions necessary for reactivating growth and bringing about improvements in the population's quality of life. Similarly, the federal government understands that interconnecting federal, state, and municipal government actions and the actions of social institutions in order to provide Brazil's youth with opportunities for decent work is of fundamental importance in the success of programs targeting young people.

Participation by all the players in the various phases of the public policy implementation process is vital:

- Government: Implementation of effective public policies that can offer millions of young Brazilians the prospect of a future and encourage their full citizenship.
- Business owners: Creation of jobs with an emphasis on young people aged between 18 and 29.
- Young people: Full-time participation at the training courses offered by the states.

### Question 4

The youth training courses offered respond to the demands of the local economy in the areas where the actions are put in place. Office schools work with job areas based on the occupational categories contained in the Brazilian Job Classification (CBO).

The most sought-after jobs are:

Administration:

- Filing clerk
- Office clerk
- Administrative/office assistant
- Office boy/girl

Information technology:

- Microcomputer operator
- Telemarketing (sales)
- Help desk
- Sales assistant (computers and cellular telephony)

### Question 5

- The First Job Program, through its partnerships with civil society organizations, state governments, and municipalities, obtained the following results:

<b>FIRST JOB PROGRAM – 2003/2007</b>
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<b>ACTION</b>	<b>YOUNG PEOPLE TRAINED</b>	<b>YOUNG PEOPLE EMPLOYED</b>	<b>INVESTMENT FROM THE BUDGET</b>
Apprenticeships (system S)(*)	360,999	179,882	
Apprenticeships (oversight)	164,560	164,560	647,576
Youth Social Consortiums	148,965	48,972	319,914,898
Apprenticeships (states)(*)	13,110	13,110	
Entrepreneurship	15,450	1,493	14,780,748
Economic Assistance		10,250	10,595,821
Youth Citizenship	139,361	41,809	135,563,080
Social Responsibility (*)		4,078	
<b>TOTAL</b>	<b>842,445</b>	<b>464,154</b>	<b>481,502,123</b>

(\*) Nonbudgetary actions

For 2008, ProJovem Workers aims to train more than 220,000 young people and to find jobs for 30% of the young people who receive training.