

Fighting youth unemployment in an aging society: Lessons from Germany

Alexander Spermann

Tokyo: 3 December 2014

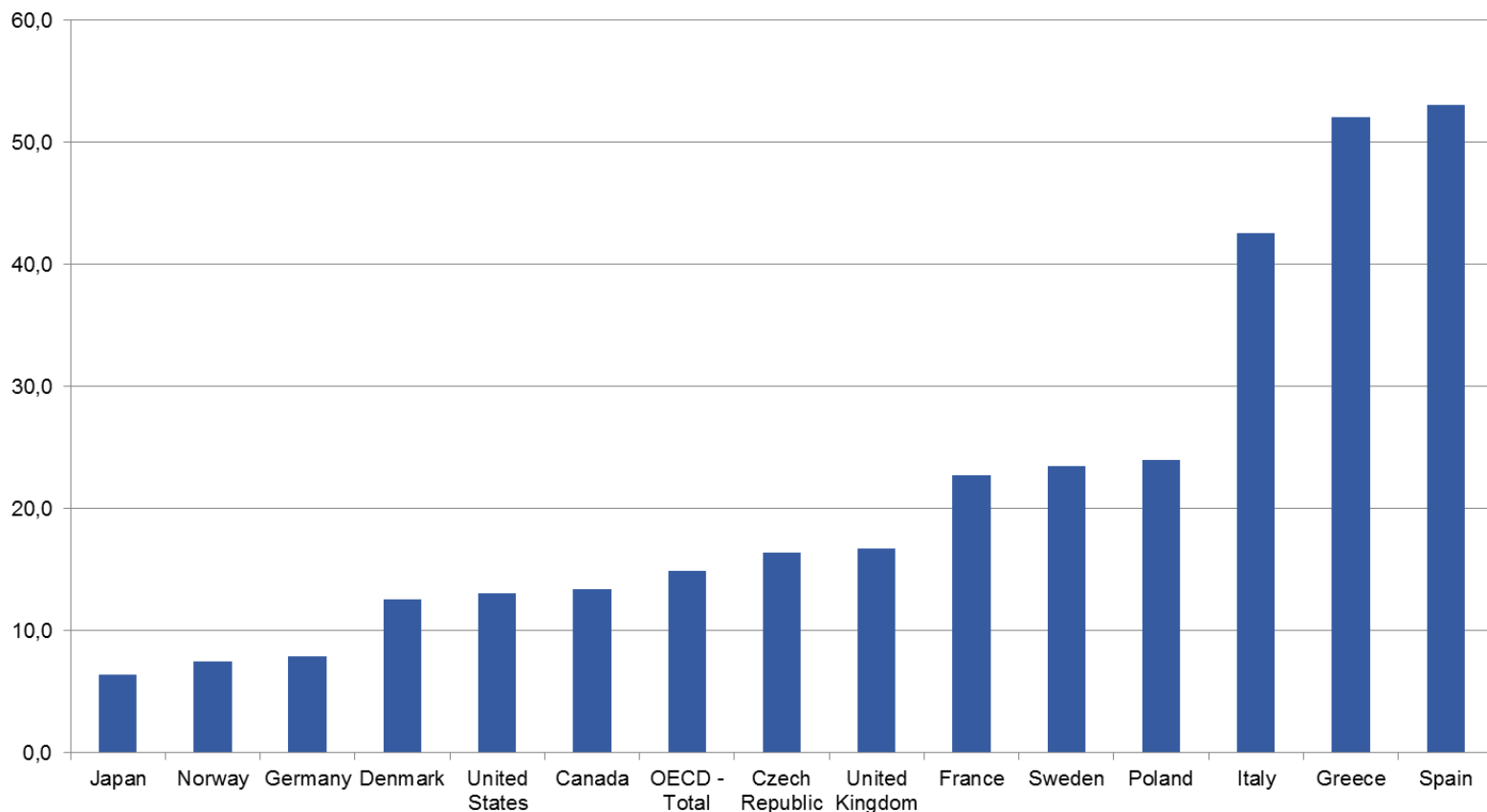
Japan Foundation and Konrad-Adenauer-Foundation

Structure of the presentation

1. Youth unemployment in Germany
2. Promising policy instruments
3. The future for young people

1. Low German youth unemployment rate

Youth unemployment rates* in selected OECD countries, Q2-2014



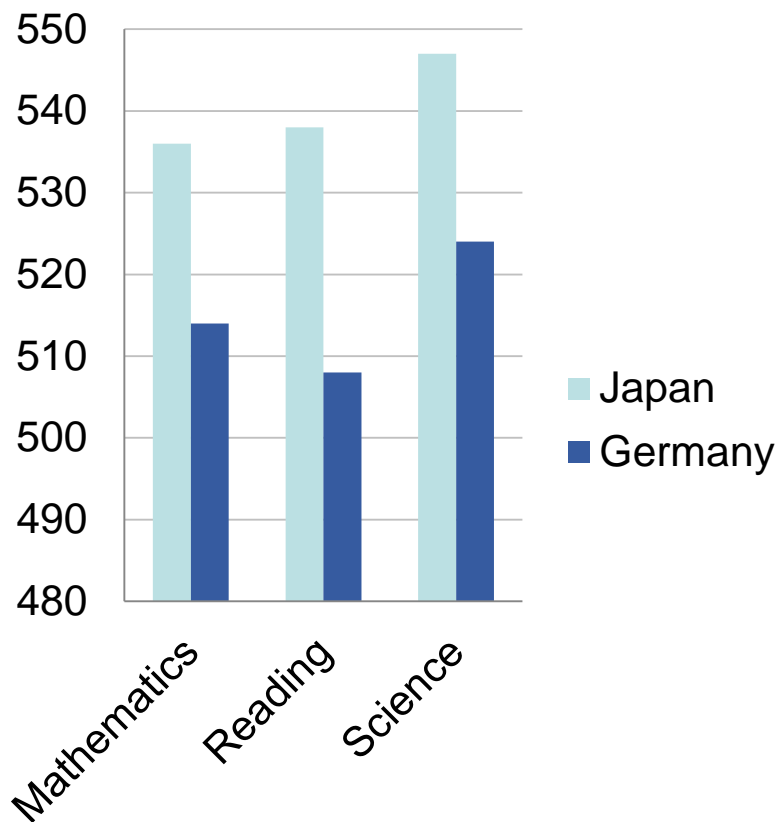
*age group 15-24; Source: OECD

However

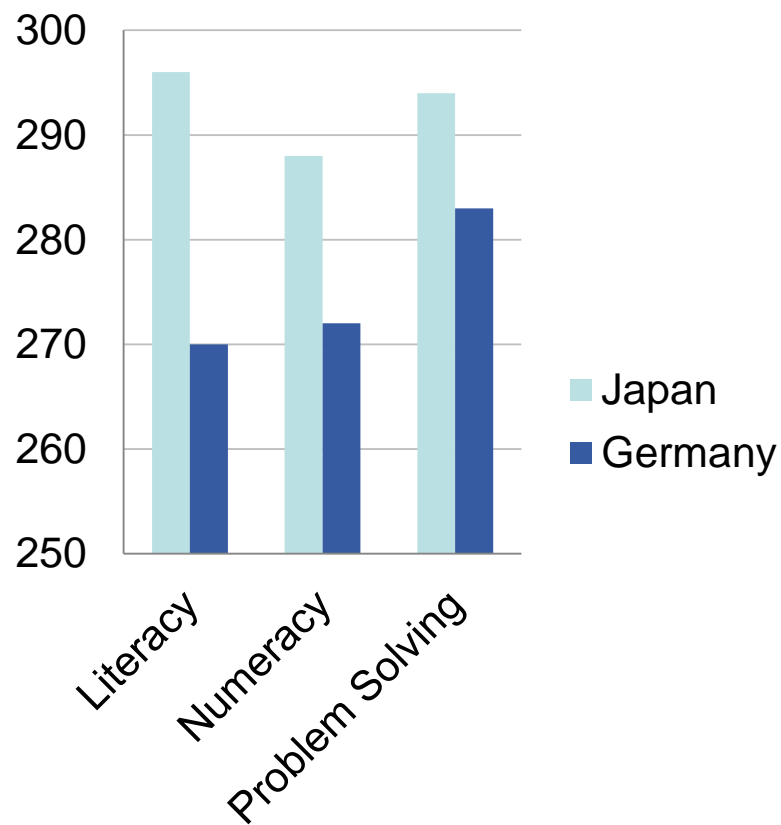
- Young people (25-35 years) without vocational education (1.5 million)
- Publicly financed interim vocational education system (300.000)
- Skills of young people: Room for improvement

Skills comparison

Mean scores in PISA 2012



Mean scores in PIAAC 2012



Source: OECD

Vocational education mismatch

- On the one side: Apprenticeship vacancies that cannot be filled
 - On the other side: Young people who search for vocational education but lack hard and soft skills
- Mismatch
- Need to activate labor market potential of low-qualified young people

2. Promising policy instruments

- Example 1: PES initiative to get more young people into the vocational education system
- Example 2: PES initiative to lower barriers to enter the vocational education system
- Example 3: Less regulation with respect to migrants and asylum seekers

Example 1: Qualification initiative for „latestarters“

- Target group: young unemployed (25 - 35) who missed vocational education as Teenagers or in their early twenties
 - Target of the German Public Employment Services as a part of the German demography strategy
- 100.000 young people should start vocational education between 2013 and 2015
- So far: successful initiative

Example 2: Partial qualification programs

- Target group: low-qualified young people who failed to get vocational education due to lack of skills
 - Definition of modules
 - self-contained
 - Standardized
 - Certificate for each completed module (partial vocational education certificate)
 - Modules may be accumulated
- A stepwise approach to vocational education

Example 3: Less bureaucratic procedures for migrants

- Blue Card for Non-EU migrants
- Immediate access for Non-EU blue collar workers in special niches with scarcity (list of professions by Public Employment Services)
- Less restrictions for refugees (asylum seekers): Working permit after three months (since November 2014)

→ New understanding of the labor market: More qualified migrants means more jobs and more wealth for Germany (not less jobs for Germans)

3. The future for young Japanese and Germans

- What are the future jobs?
- Where are the future jobs?
- How many jobs for young people will be available?
- Which sectors will grow, which ones will decline?
- How will work conditions be?

→ These questions refer to the future

→ However, the future is not predictable

Take a prediction from the 90s

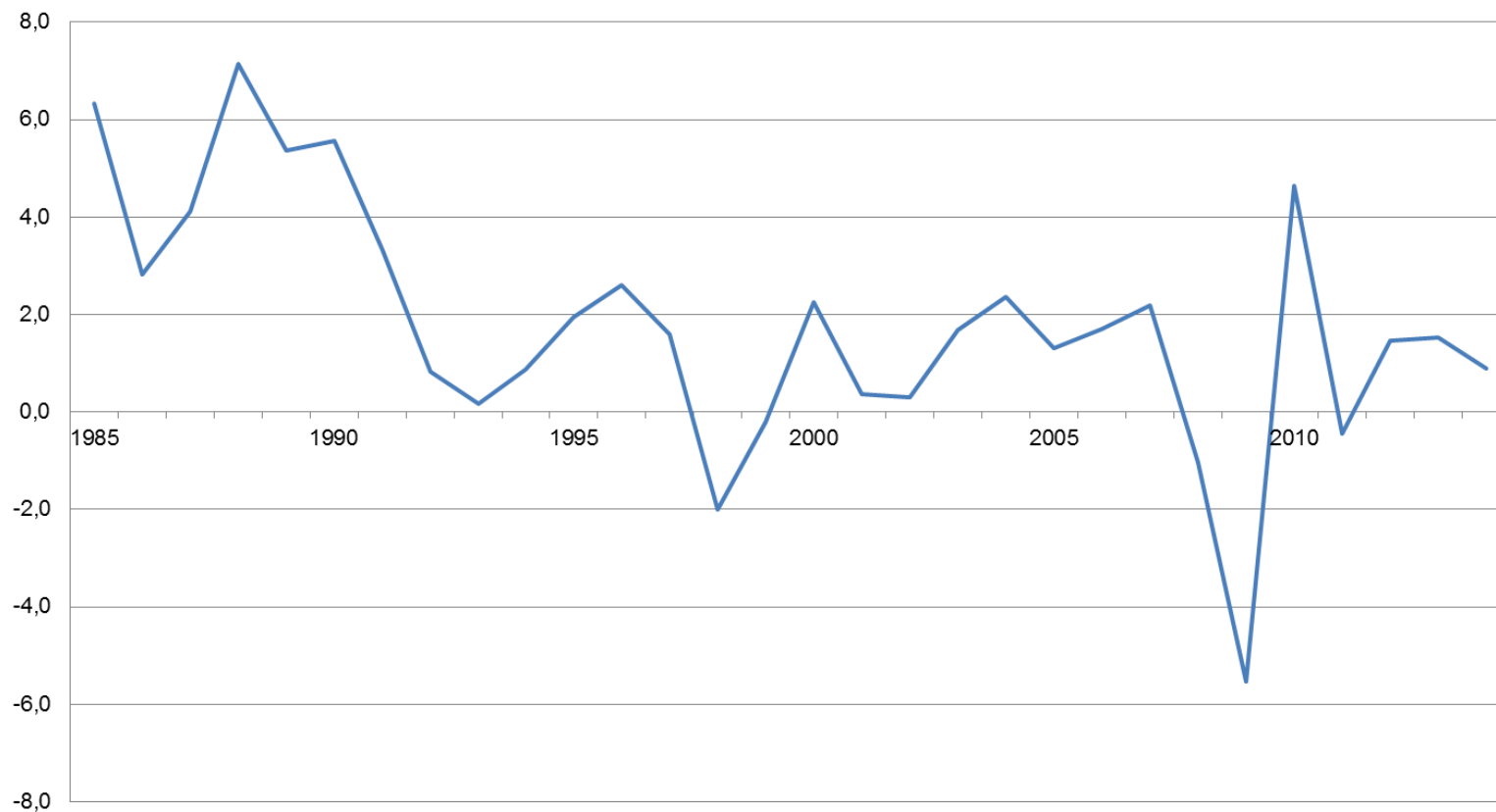
- Lester Thurow:
 - Massachusetts Institute of Technology
 - Early 90s: Famous economist



Prediction: „Japan will dominate world economy.“

GDP development of Japan (1985 to 2014)

Annual GDP change of Japan in %



Source: International Monetary Fund, World Economic Outlook Database, October 2014

But we know: Black Swans will influence the future

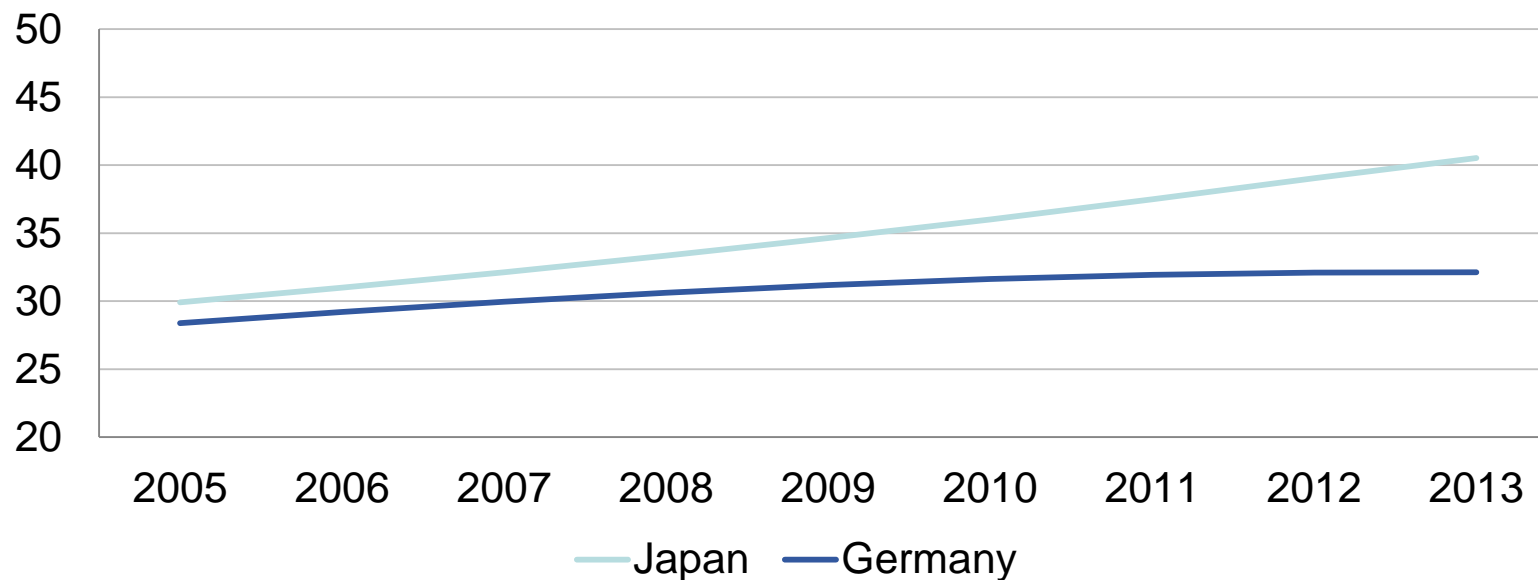


- Black Swan events:
 - Unknown, highly improbable, hard to predict
 - Huge impact
 - Extreme outliers

Source: Nassim Nicholas Taleb (2007): *The Black Swan: The Impact of the Highly Improbable*, Random House

And it's clear: Japanese and Germans are getting grey

Age dependency ratio* of Japan and Germany, 2005 to 2013



*Ratio of people aged 65+ to people aged 15-64; Source: World Bank, World Development Indicators, 2014

Solutions for the demographic challenge are known

1. Higher participation rate of the elderly
2. Higher participation rate of women
3. Net migration
4. Life-long learning on a daily basis

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Institut der deutschen
Wirtschaft Köln



The role of education and training in shaping tomorrow's workforce

Prospects and Challenges of the Future Generation,
Tokyo, 3rd December 2014

Dr. Michael Zibrowius

iW.KÖLN.WISSEN
SCHAFFT KOMPETENZ.

**“Whoever wishes to foresee the future
must consult the past” - Machiavelli**

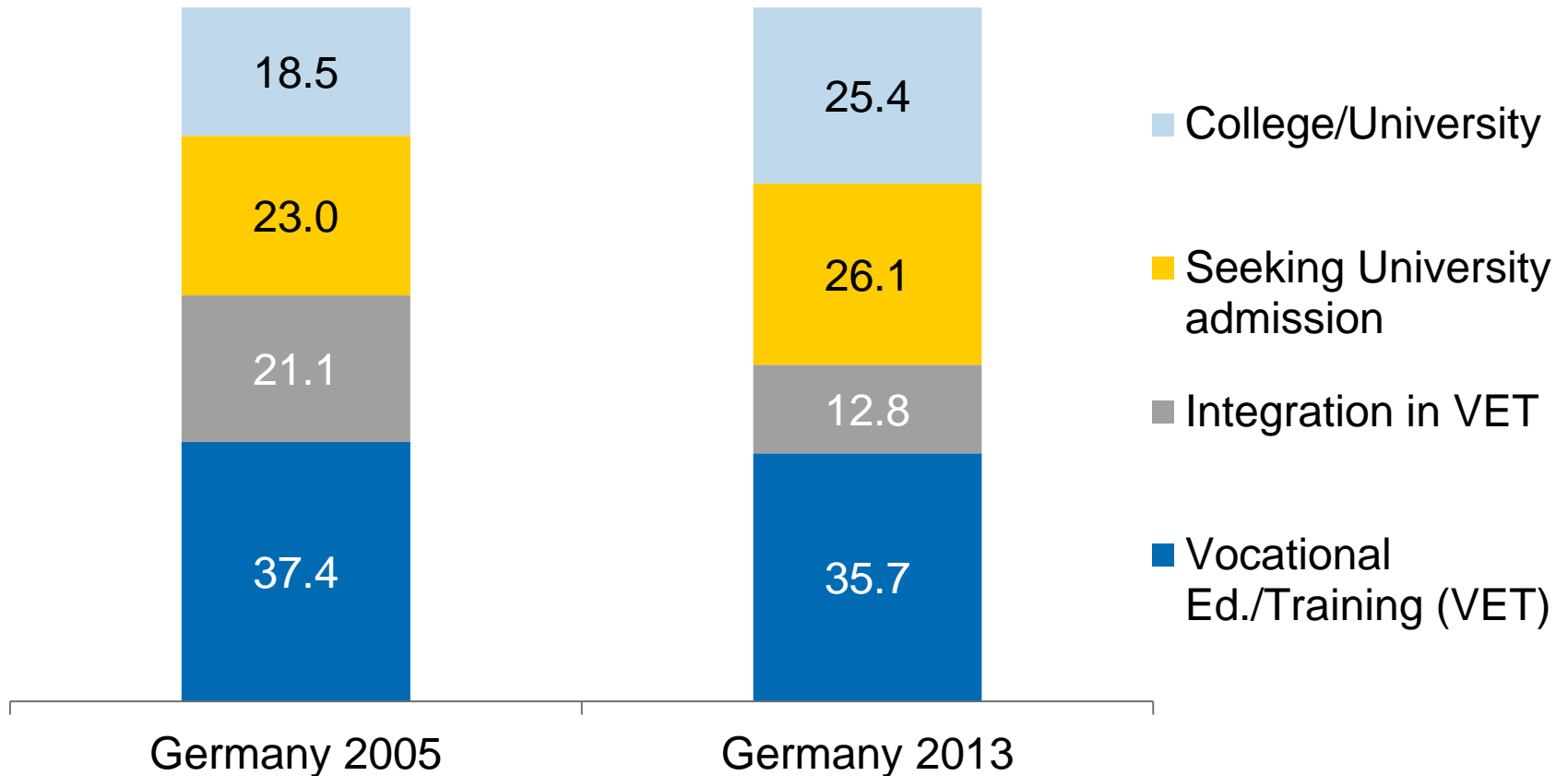
The case of Germany – Past & Status Quo

- ▶ **Highly competitive economy, strong export sector**
- ▶ **The „German Job Miracle“ – from the „sick man“ to the growth engine in Europe**
- ▶ **Low youth unemployment, open entry into the labor market**
- ▶ **Comparatively stable employer-employee relations („Social Partnership“), long duration of employment contracts**

Clouds on the horizon

- ▶ **German economy is undergoing far-reaching structural changes:**
 - ▶ Demographic changes and inappropriate policy responses (e.g., inadequate pension system)
 - ▶ Continuing trend towards more bureaucracy and regulation of the labor market (minimum wages, quotas)
 - ▶ Increasing skills shortages
 - ▶ Fundamental shifts in **education and training**

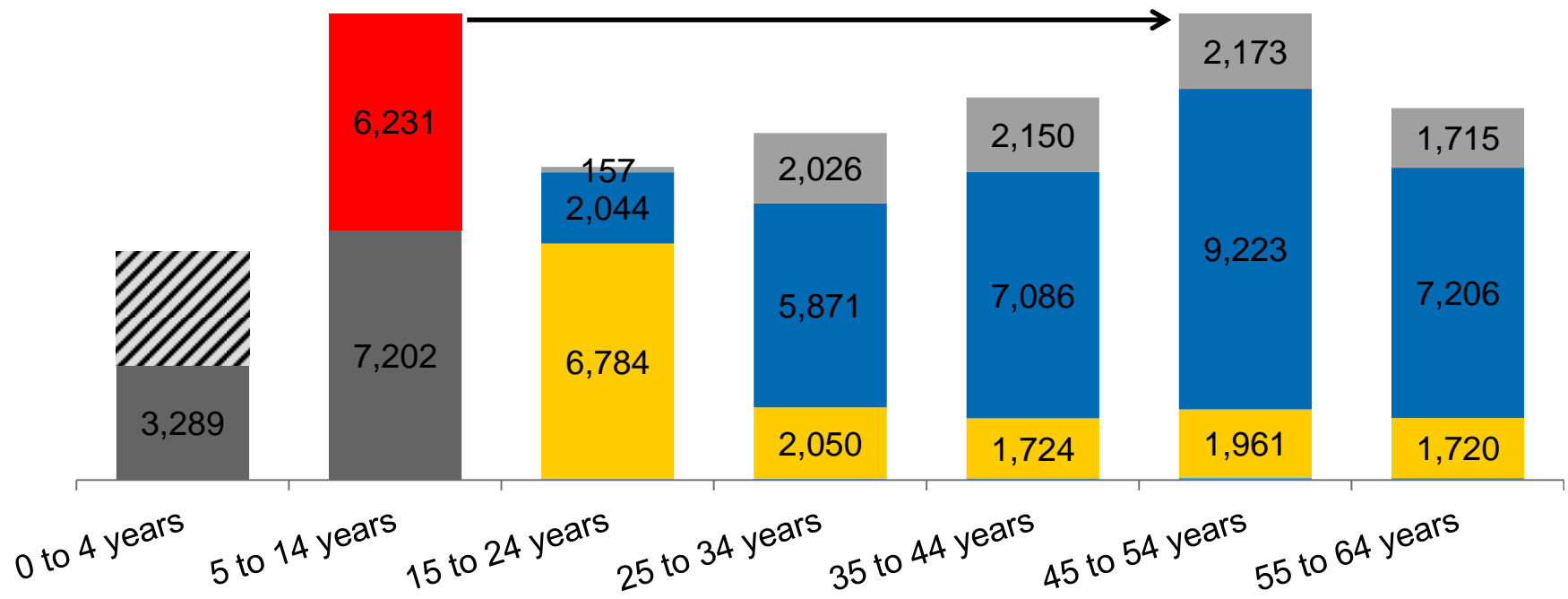
Structure of post-secondary education



Challenge 1: Demographic trend

Development of the qualifacational supply by age, 2012, in 1.000

- Degree unknown
- Vocational Ed./Training (VET)
- Gap
- Children under 15
- College/University
- No degree
- Additional 5-year-cohort

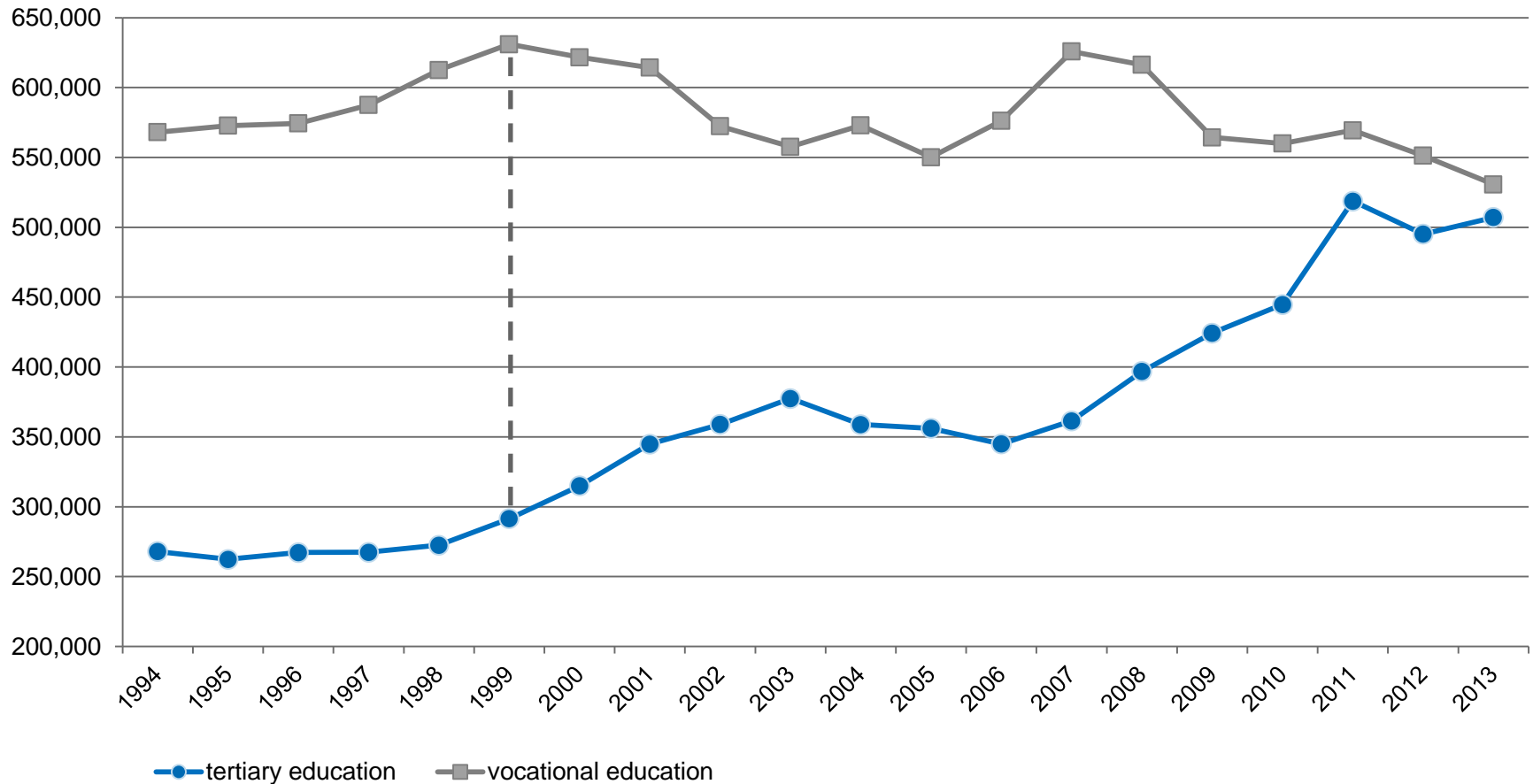


Source: Federal Statistical Office; own calculations

Tokyo, 3rd December 2014

Challenge 2: Shift in education

Number of vocational and tertiary students

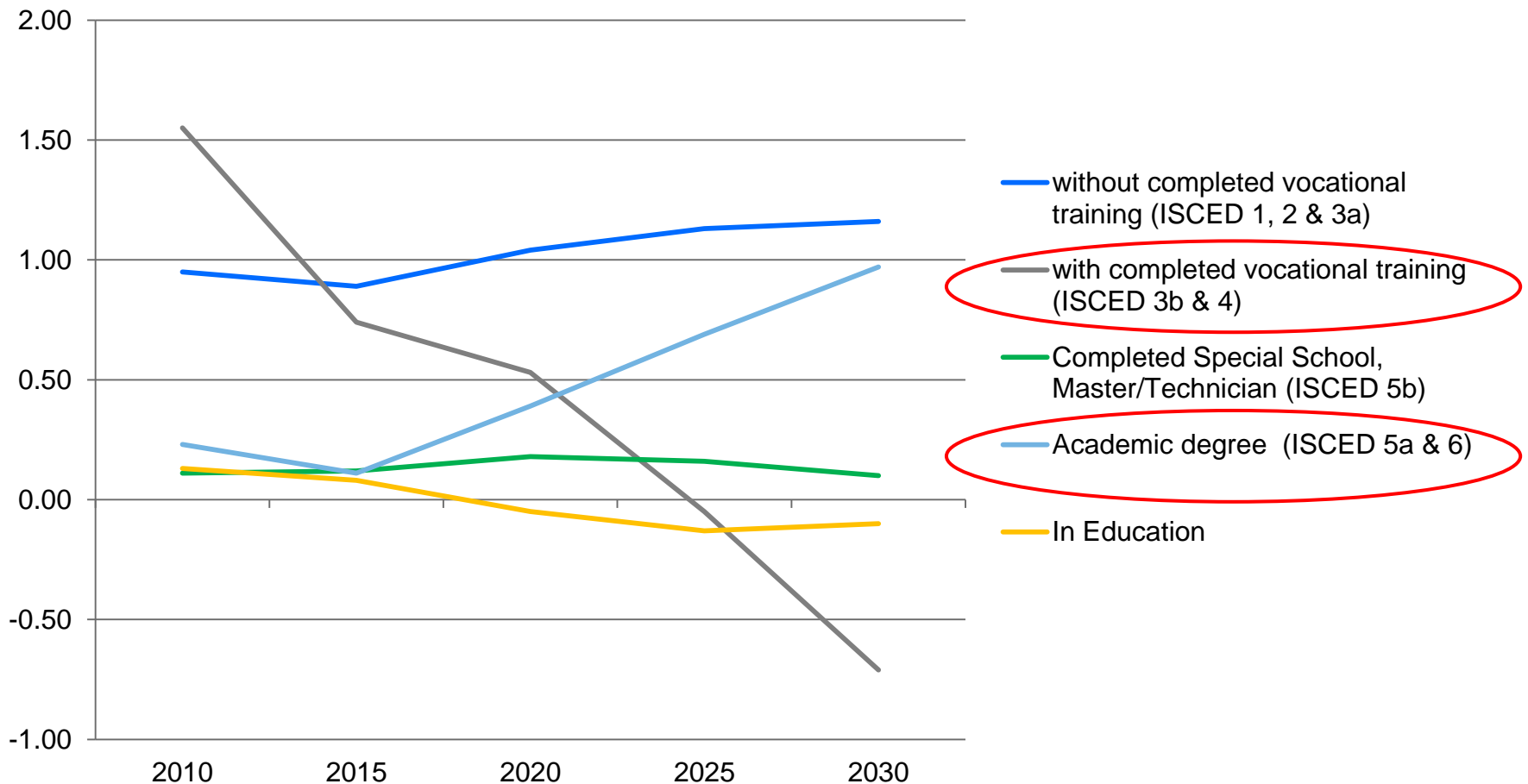


Source: Federal Statistical Office; Federal Institute for Vocational Education and Training

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Challenge 3: Educational mismatch

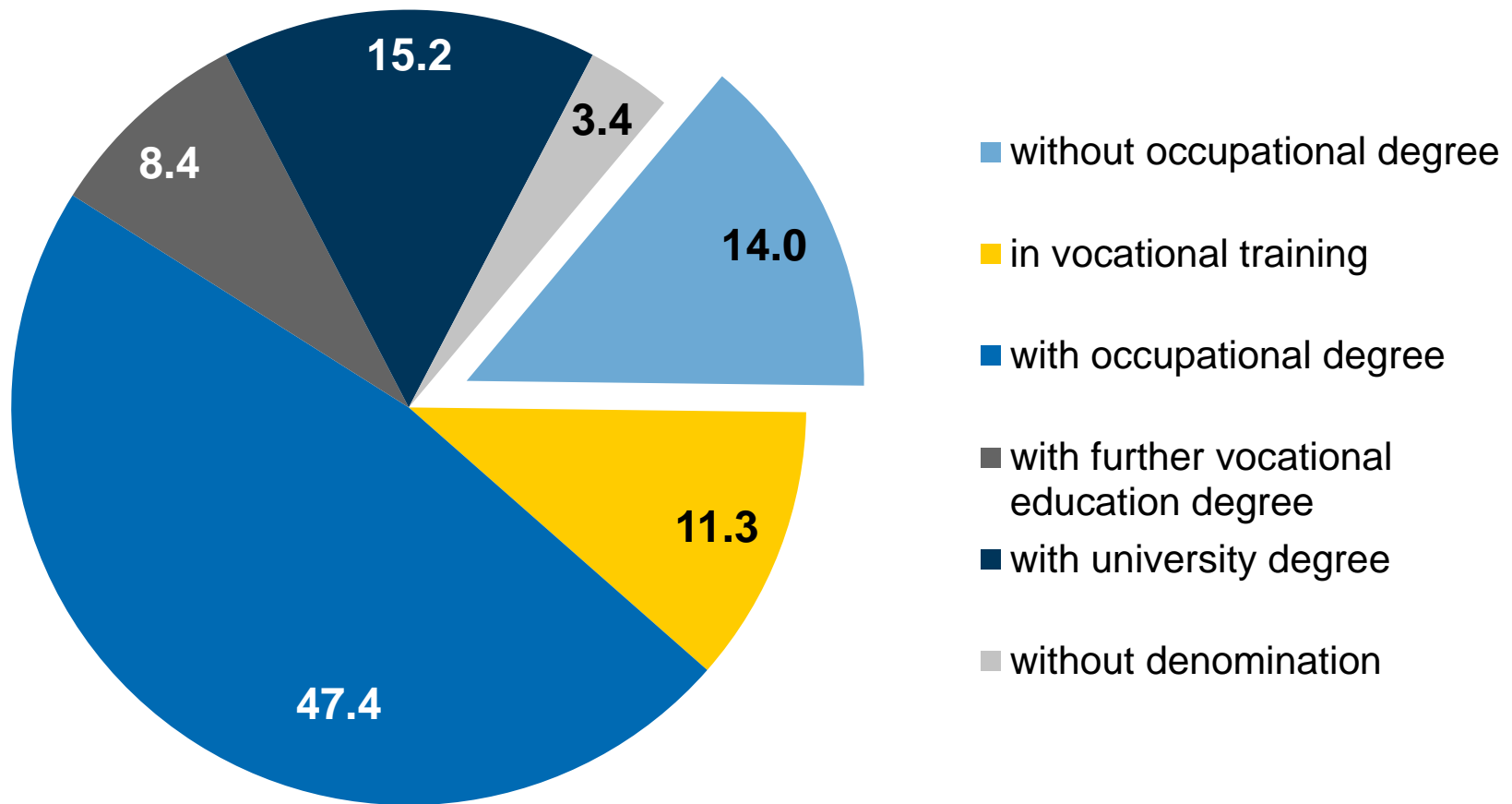
Difference between Supply and Demand, by skill level



Source: Federal Statistical Office; Federal Institute for Vocational Education and Training, QuBe-Project, 3rd wave

Tokyo, 3rd December 2014

Challenge 4: No- and low skilled 16- to 64-year old, as a percentage of total



Source: Federal Statistical Office; own calculations

Tokyo, 3rd December 2014

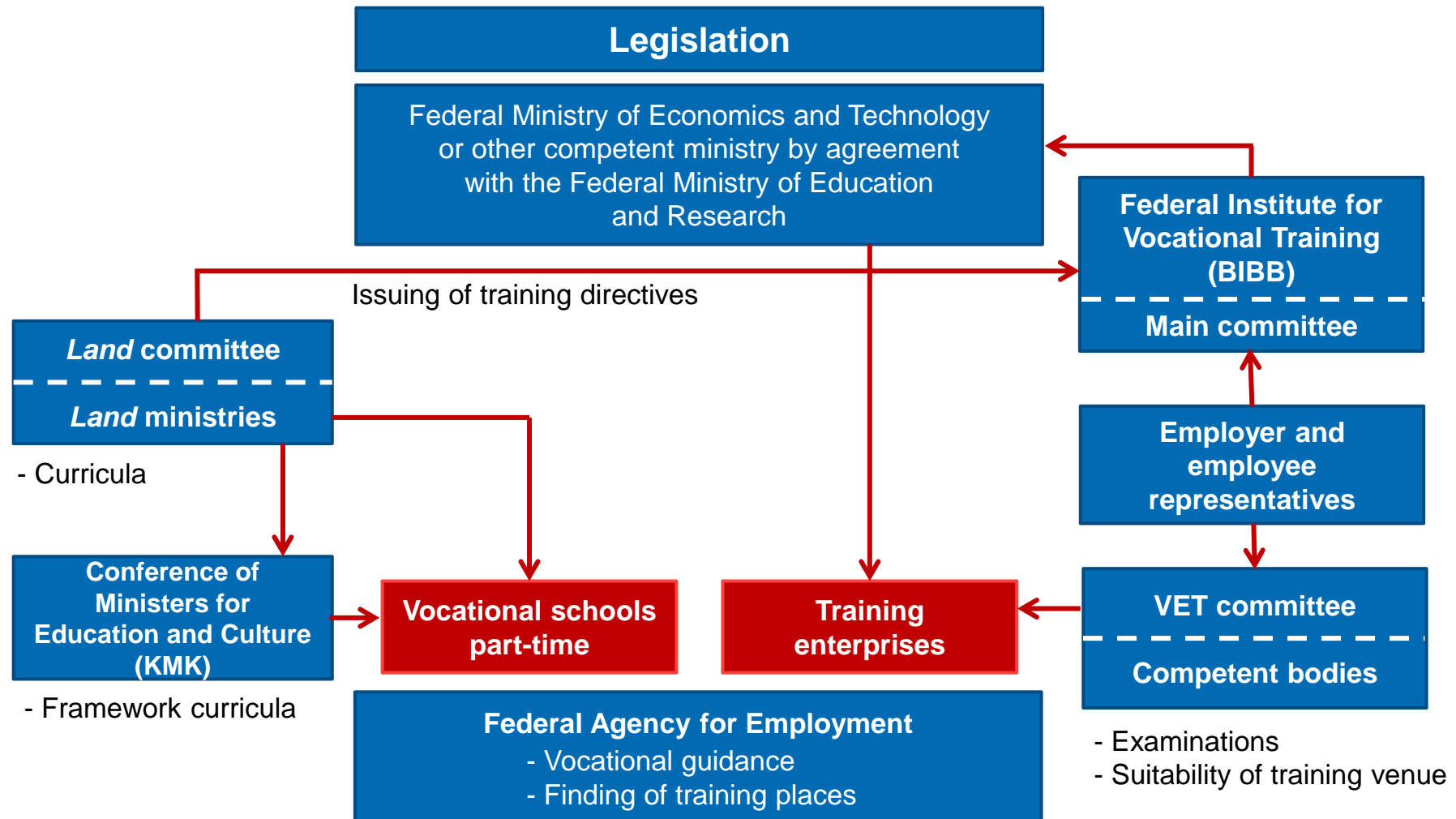
Conclusion

- ▶ **Demographic and educational trends generate substantial challenges for the economy and the individual:**
- ▶ Vocational training graduates may benefit from less supply side competition, yet employers struggle to fill gaps
- ▶ Skills mismatch increasingly important in case of university graduates
- ▶ **Employers, employees, and politicians need to react:**
- ▶ Establish VET as equal & equivalent educational degree
- ▶ Establish attractive career opportunities for VET graduates

Outlook: open questions

- ▶ Will the trend to academization continue or reverse (e.g., with respect to digitization)?
- ▶ Can we predict future skills shortages, and how can skills mismatches be reduced?
- ▶ How can vocational training be made more attractive?
- ▶ What role does immigration play?
- ▶ What can we learn from each other?

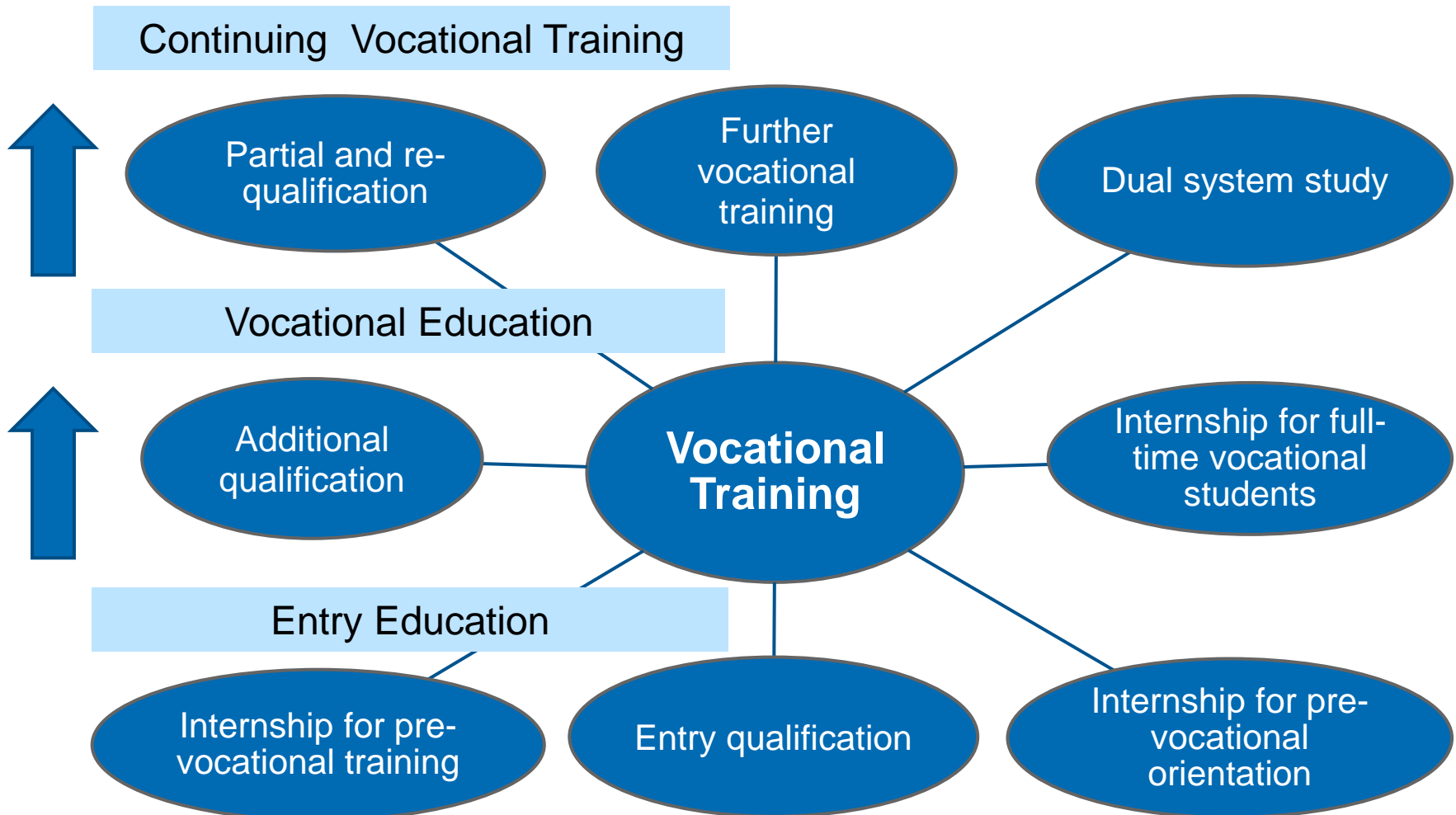
Organisation of VET in Germany



Source: Federal Institute for Vocational Education and Training, 2006

Tokyo, 3rd December 2014

VET-qualification in companies





認定NPO法人育て上げネット

国際シンポジウム

若者が希望を持って暮らせる社会づくりを目指して
～課題と展望～

育て上げネットが目指すもの

Vision

あるべき社会像

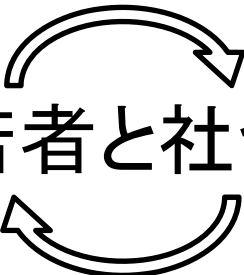
すべての若者が社会的所属を獲得し
「働く」と「働き続ける」を実現できる社会

※社会的所属とは:「安心」を実感し、「挑戦」できる関係性を有する場

Mission

果たすべき使命

若者と社会をつなぐ



39
2,200,000

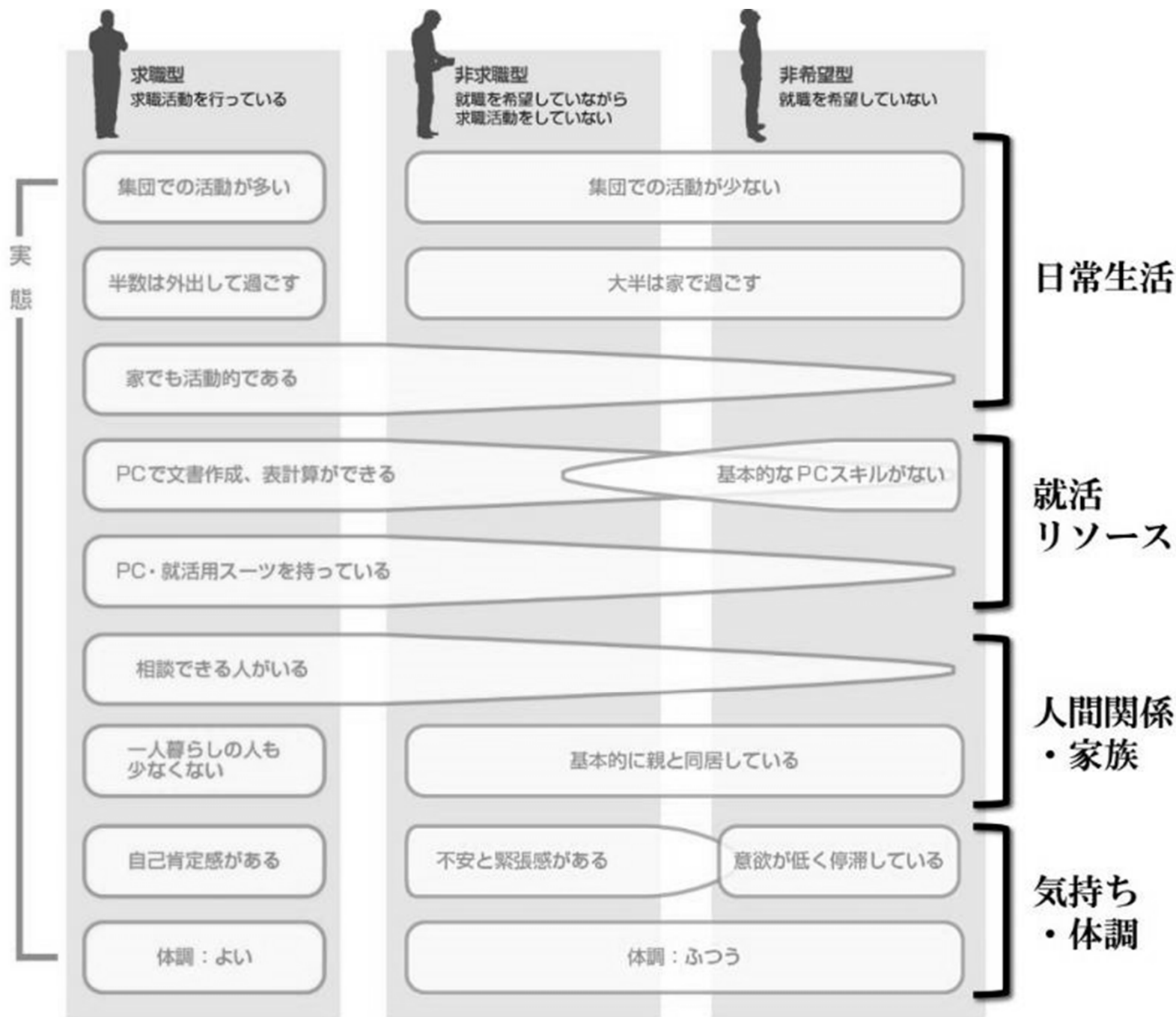
150,000,000



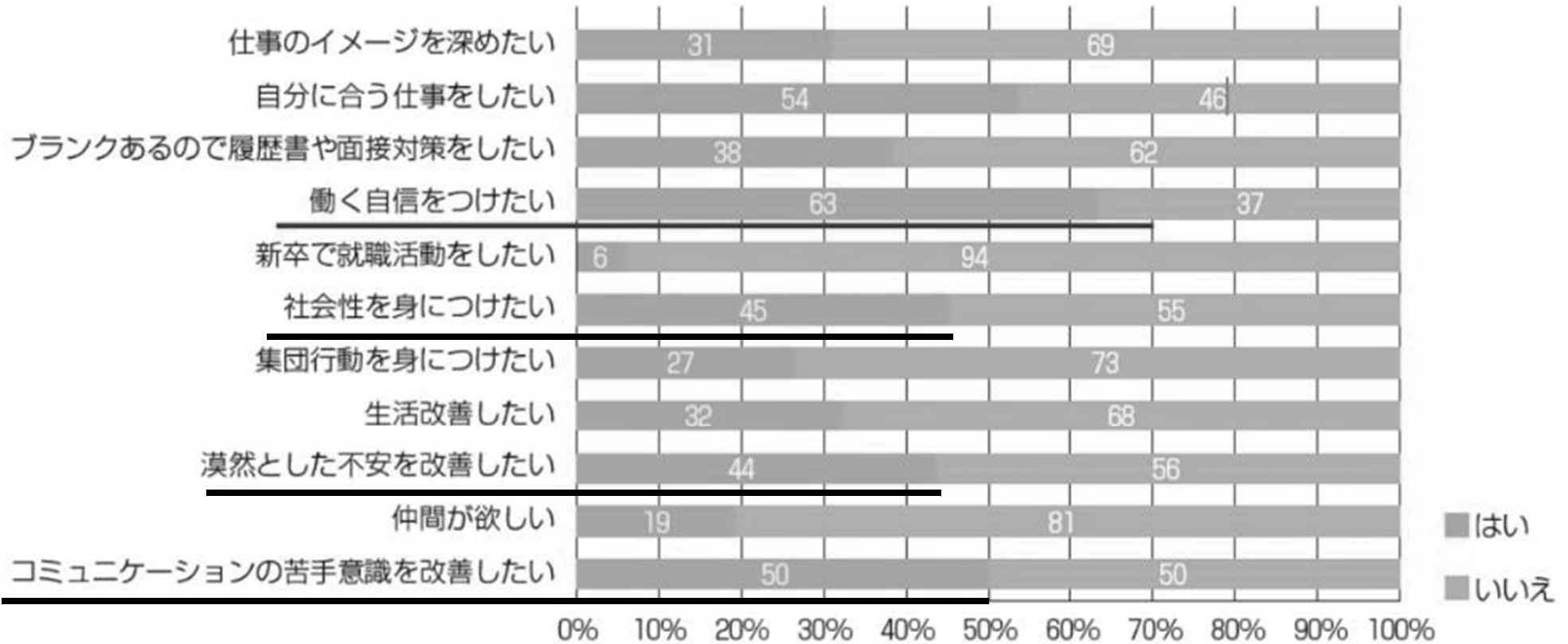
若年無業者3類型

求職型	非求職型	非希望型
求職活動を行っている グループ	求職への意思は持つが 求職活動は 行っていないグループ	求職への意思を 持たないグループ





非求職型の来所目的



就職支援では満たせないニーズ

成果指標の変更

働く
(就職)



働き続ける
(継続/定着)

文化資本
社会関係資本



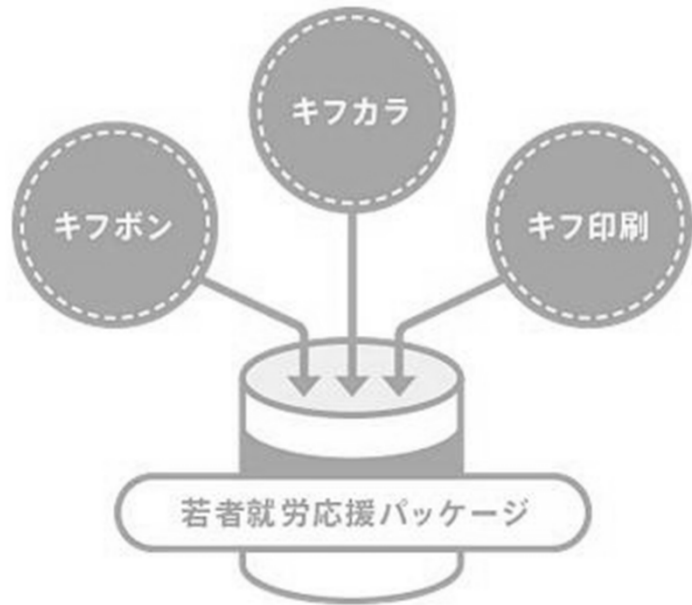
経済資本



就職率
80%

継続/定着率
88%
(3年以上)

貧困・困窮者への対応



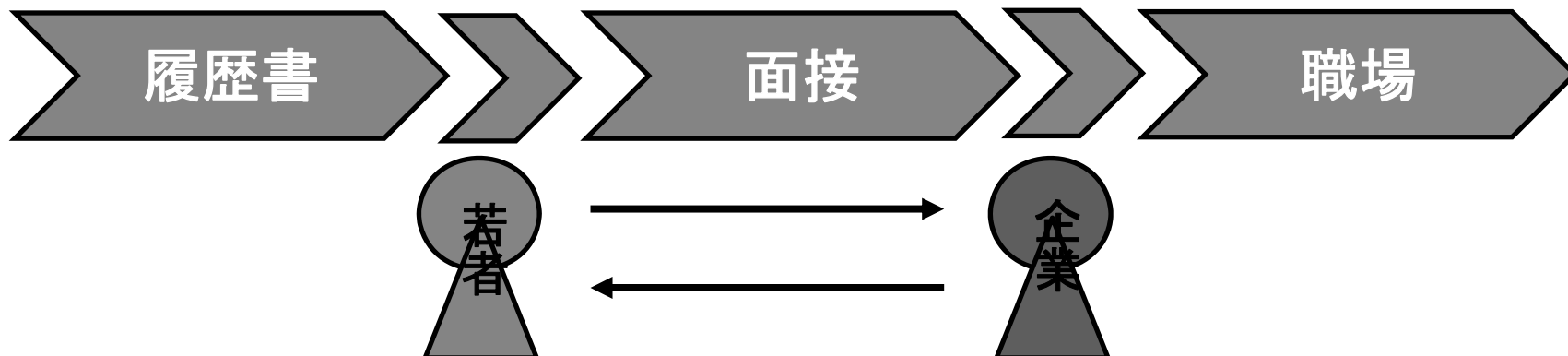
受益者負担
0円

実費負担
0円

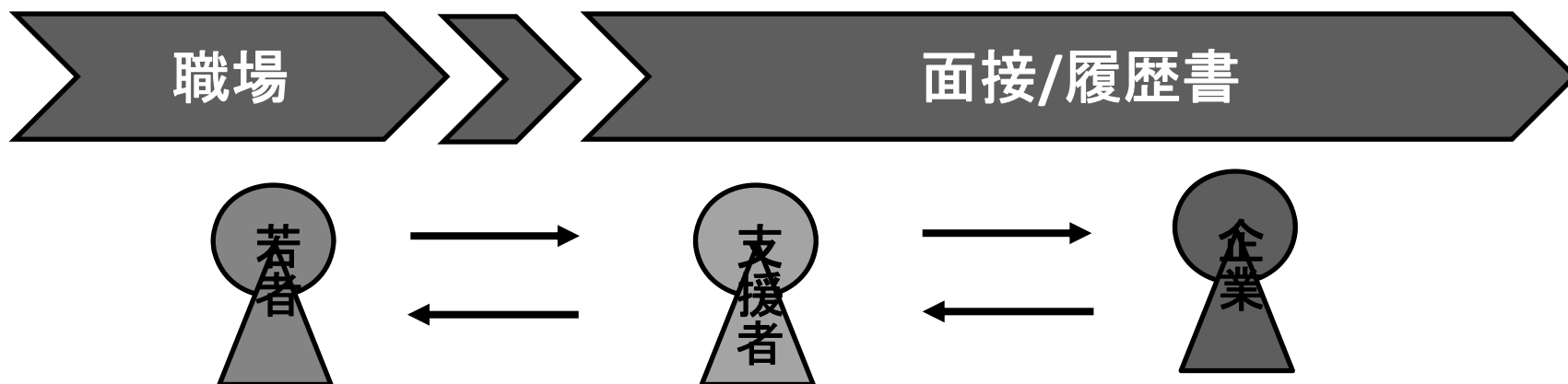


インターンシップ+第三者サポート

一般的な就職プロセス



新しい就職プロセス





専門性と多様性で若者を支えます

Facing demographic change and evolving approaches of family: “New” family policy and HR in Germany

Presentation in the context of “Prospects and challenges for the Future Generation”

Conference of Japan Foundation and Konrad Adenauer Stiftung
Tokyo, 3 December 2014



Company Network „Erfolgsfaktor Familie“ – Establish Family consciousness in German companies and economy



- | Joint project of the Federal Ministry of Family Affairs and the Association of German Chambers of Commerce and Industry (DIHK), since 2007
- | More than 5500 company members in Germany
- | Serves as one of the most important pivot for employers, who are interested in family “friendly instruments“
- | Central Idea: Companies learn with and from each other and develop family consciousness as an success factor in German companies

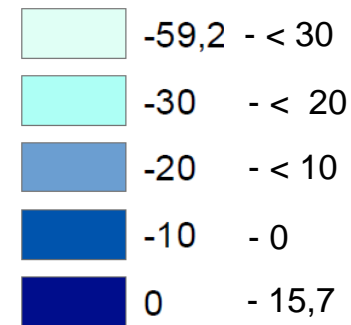
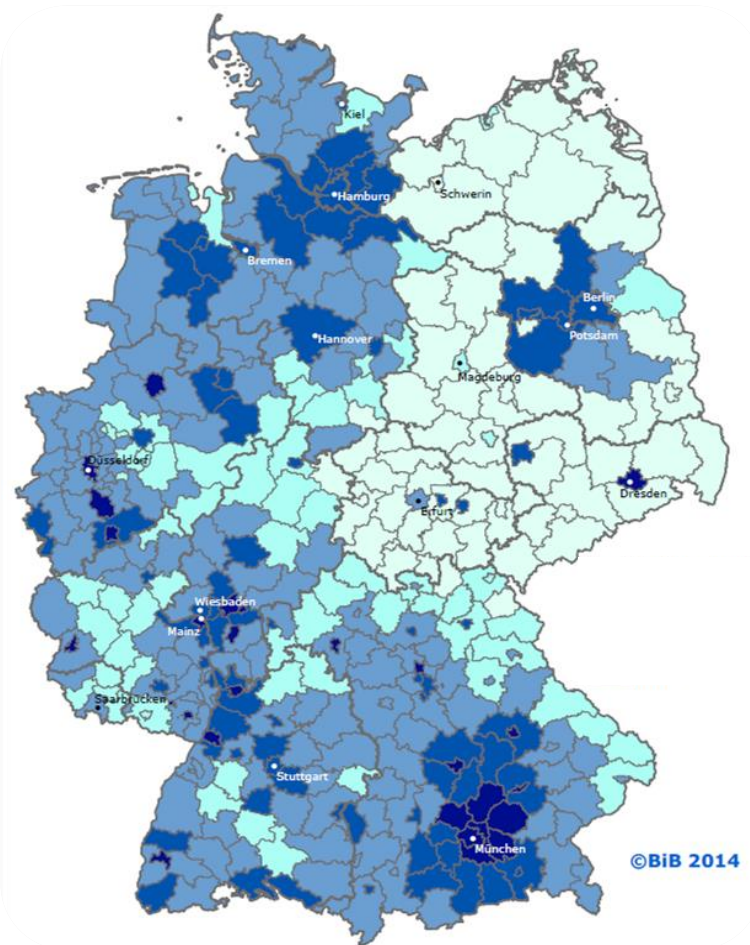
We organize occasions ...



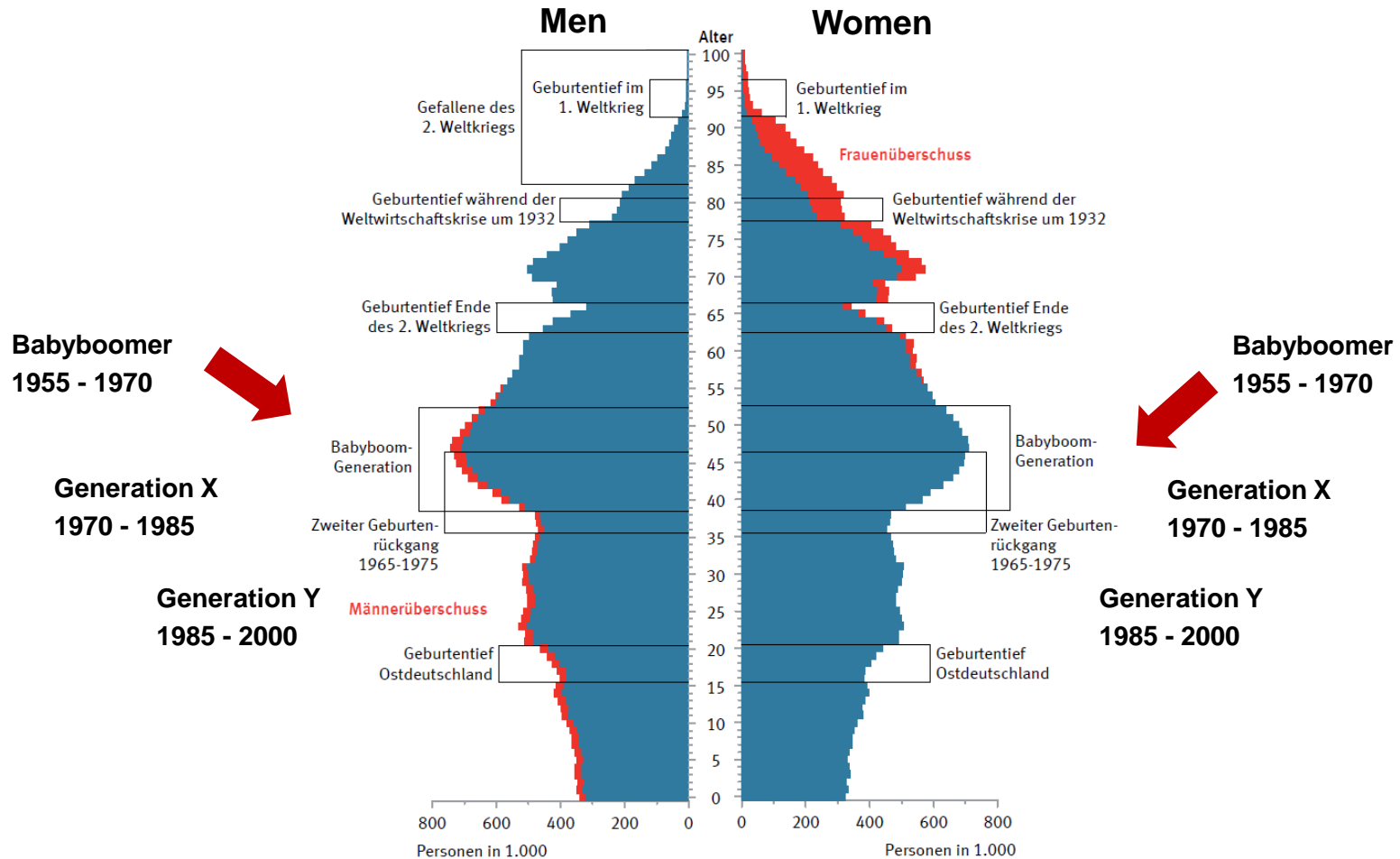
... where companies can learn from each other



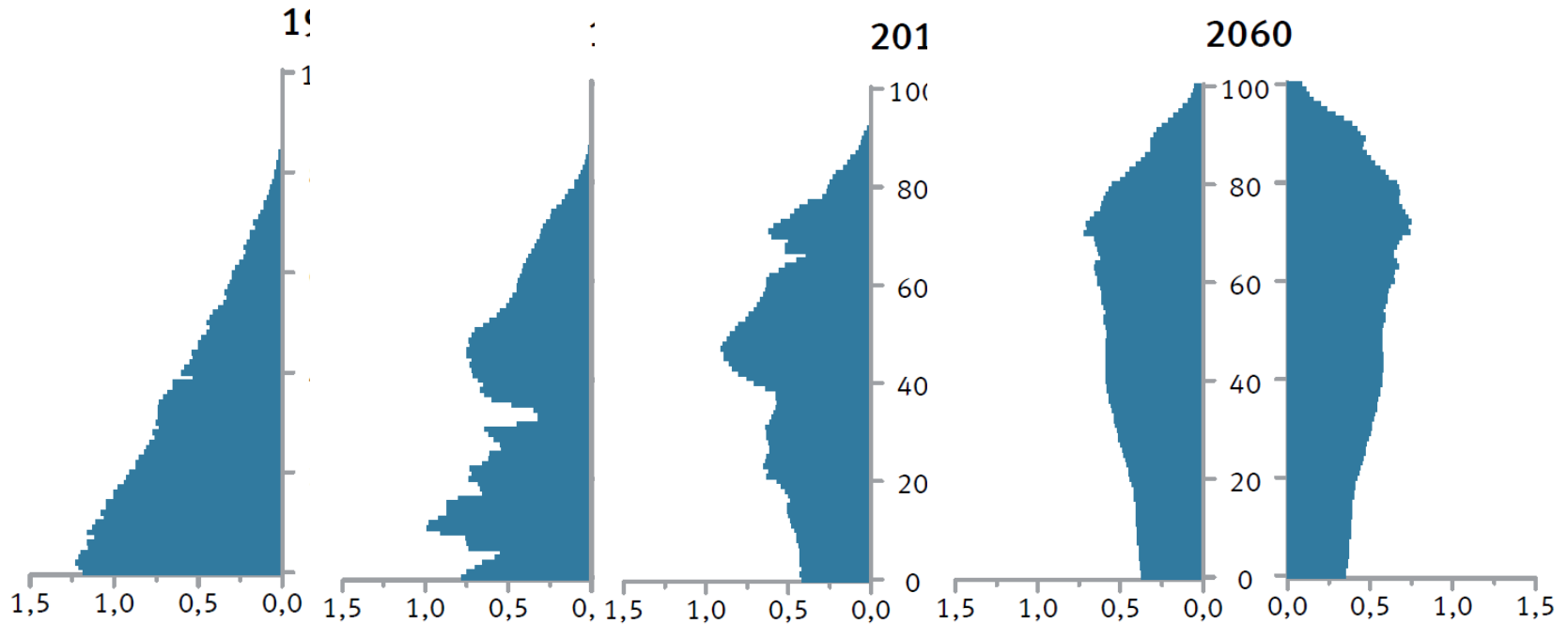
Decline of population younger than 30 years between 1995 and 2012 in % - more intensive in East Germany



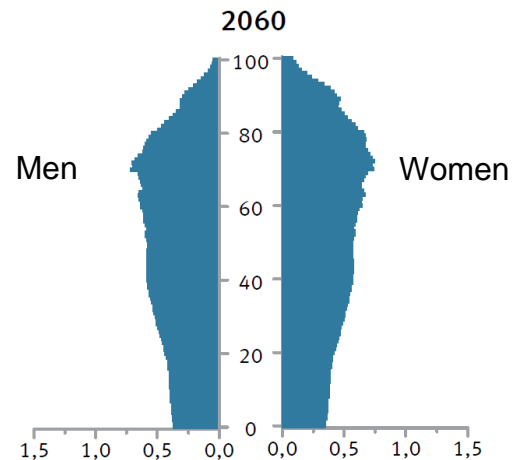
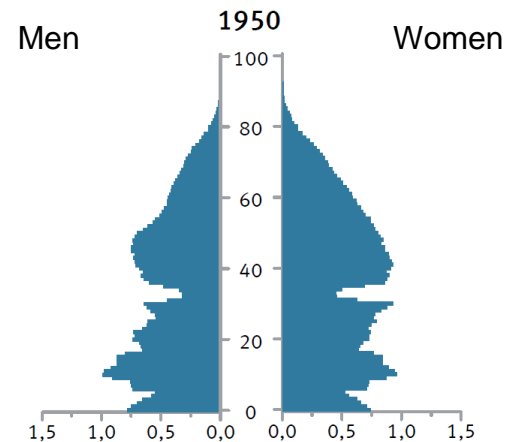
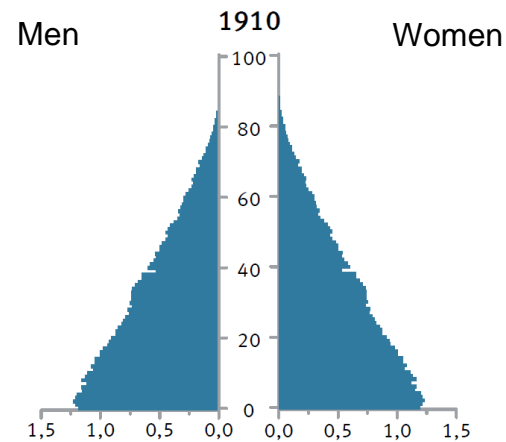
Age structure of German population, 31.12.2011



Age structure of German population between 1910 and 2011

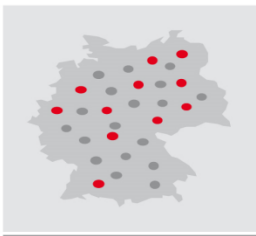


Age structure of German population between 1910 and 2011, forecast 2060


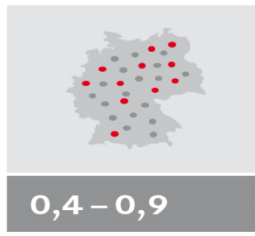



Eight fields of action – the most effective one is to increase number of women in the labour market

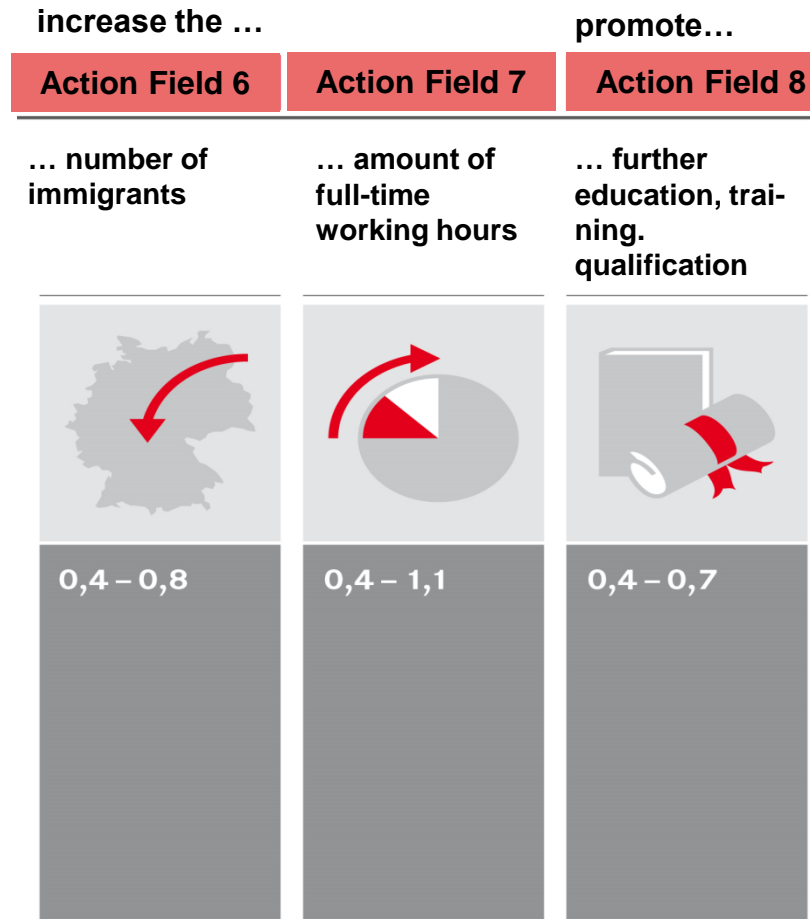
reduce the number of dropouts from ...

Action Field 1	Action Field 2	Action Field 3
... education (school)	... training	... universities
		
0,05 – 0,3	0,1 – 0,3	0,1 – 0,6

increase the number of ...

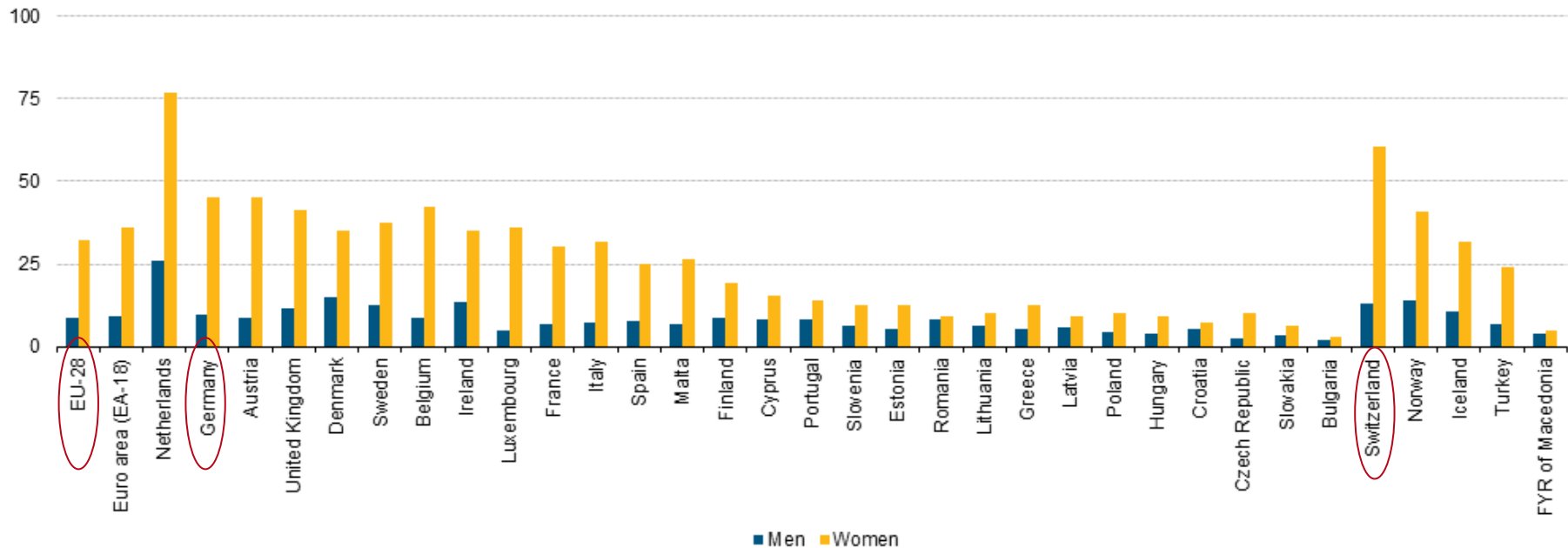
Action Field 4	Action Field 5
...employees older than 55 years	... employed women
	
0,5 – 1,2	0,4 – 0,9
	...working hours of part-time workers
	
	0,3 – 1,2

Eight fields of action – the most effective one is to increase number of women in the labour market



Increase number of women in the labour market ...

Persons employed part-time, age group 15–64, 2013

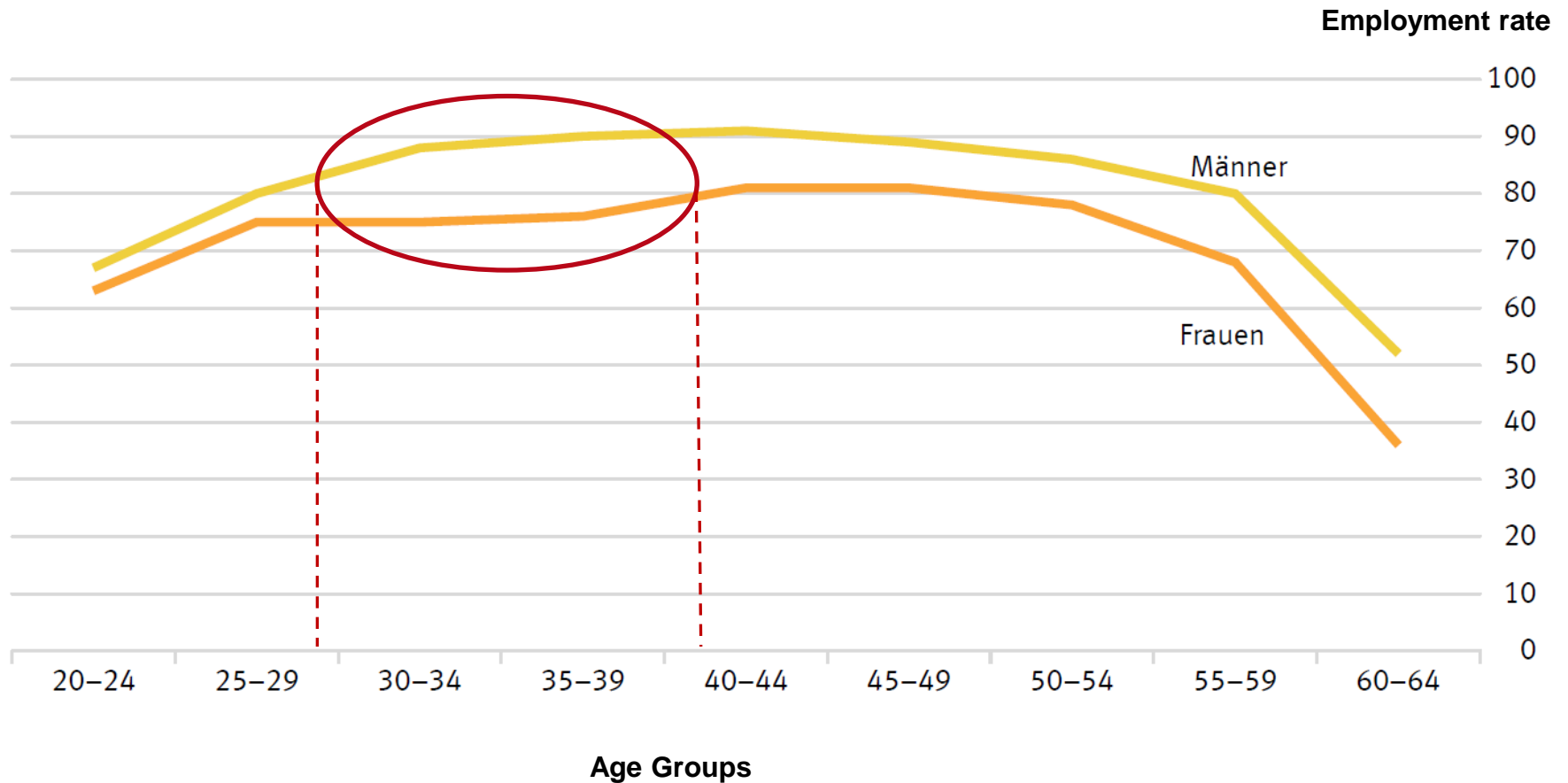


(¹) The figure is ranked on the overall part-time employment rate.

Source: Eurostat (online data code: lfsa_eppga)

Increase number of women in the labour market ...

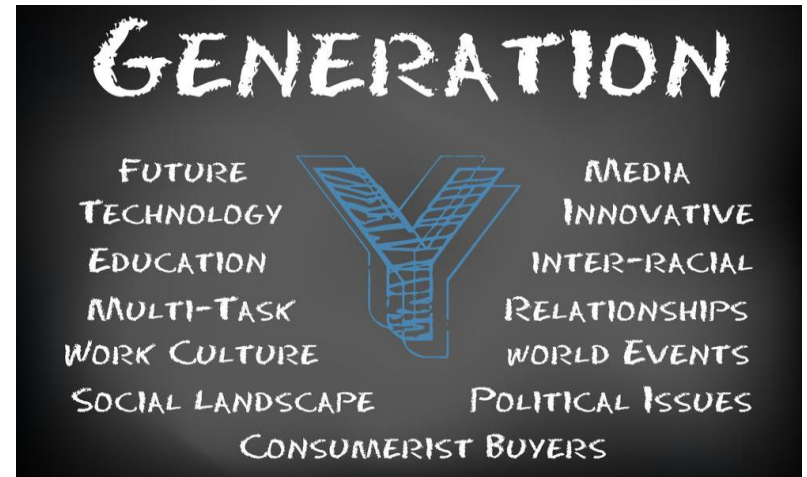
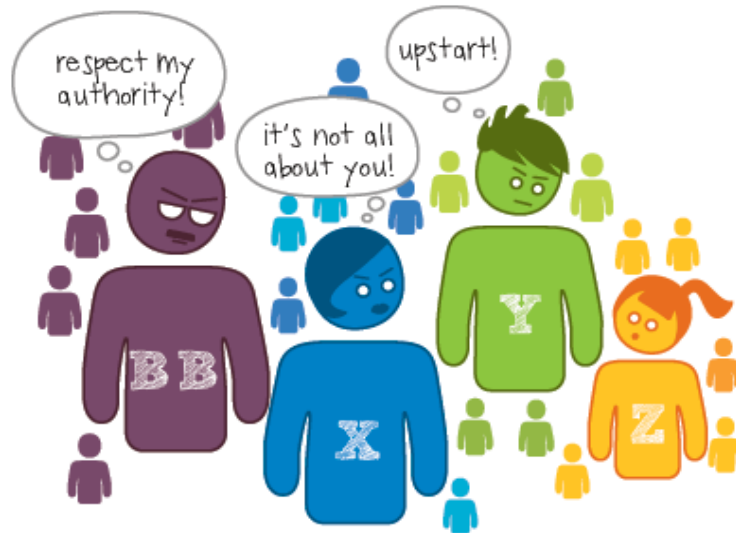
Employment rate of women and men in Germany, in %, 2011, in age groups



Housewife and breadwinner – the 60ies in Germany



Generation Y - ambitious and self-confident



Elterngeld Plus und Partnerschaftlichkeit

Zahlen & Daten

4. Juni 2014



8 fields of action for companies

| **Working hours**

- | e.g. sabbaticals, aligned towards individual life phases

| **Working organisation**

- | e.g. substitute arrangement within a team

| **Working place**

- | e.g. homeoffice and mobile working

| **Information and communications policy**

- | e.g. transparency in work-life-offers, work-life needs as subject in annual personnel talk

| **Management and leadership competence**

- | e.g. part time work and coachings for managers

| **Human resources development**

- | e.g. contact with parents during parental leave, support in getting back to work for parents who have interrupted their careers,

| **Finacial support**

- | e.g. credits and crands for childcare

| **Service for families**

- | e.g. daily child care, child care during holidays, service for pensioners



Corporate communication about Work and Family...



„Man kann leichter von zuhause aus ein guter Mitarbeiter sein als vom Büro aus ein guter Vater.“

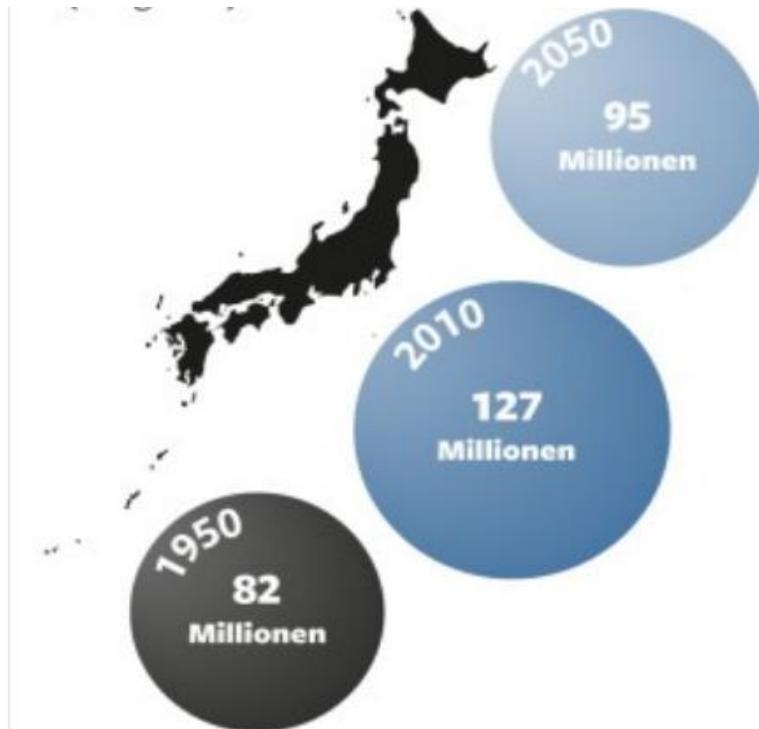
Werde Chef Deines Lebens. Mit mobilem Arbeiten von überall und von zuhause.

Um zu arbeiten und gute Ideen zu haben, braucht man heute oft kein Büro mehr. Dank zunehmender Vernetzung können heute viele von fact überall aus arbeiten und sich dabei ihren Arbeitstag so gestalten, dass Raum für alles Wichtige bleibt. Wir haben es uns zum Ziel gemacht, Mitarbeiter mit flexiblen Lösungen und mobilen Arbeitsplätzen dabei zu unterstützen, ihre Balance zwischen Beruf, Freizeit und Familie zu finden. Mehr dazu und zu Karrierechancen unter www.telekom.com/work-life

Erleben, was verbindet.

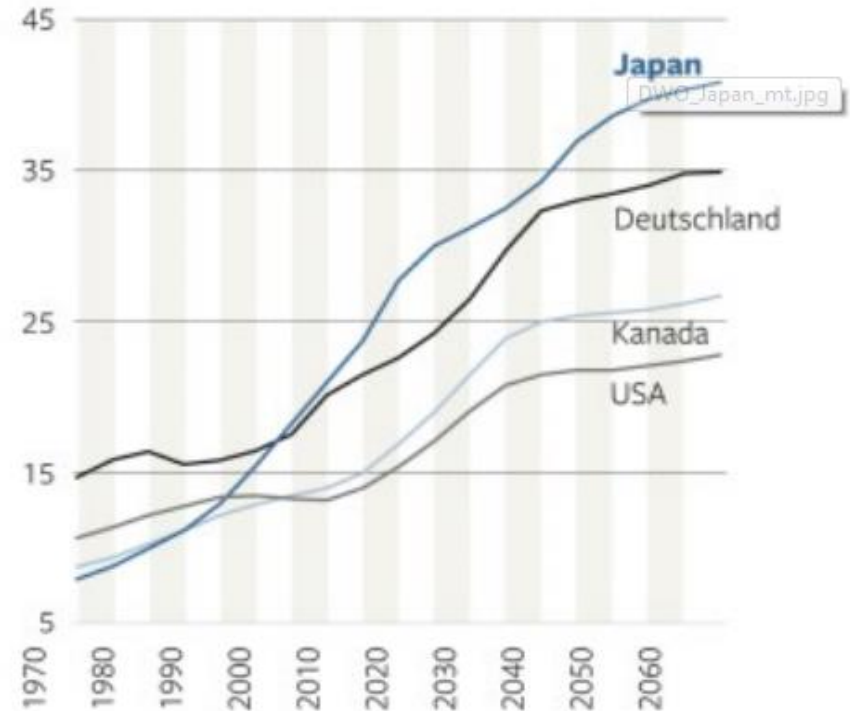


Demographic Change in Japan



Alterung der Bevölkerung im Vergleich

Prozentualer Anteil der über 64-Jährigen an der Gesamtbevölkerung, 1970 bis 2060



Quelle: Berlin-Institut für Bevölkerung und Entwicklung



PROSPECTS AND CHALLENGES FOR THE FUTURE GENERATION

Konrad Adenauer Foundation &
Japan Foundation
TOKYO, 03 DECEMBER 2014

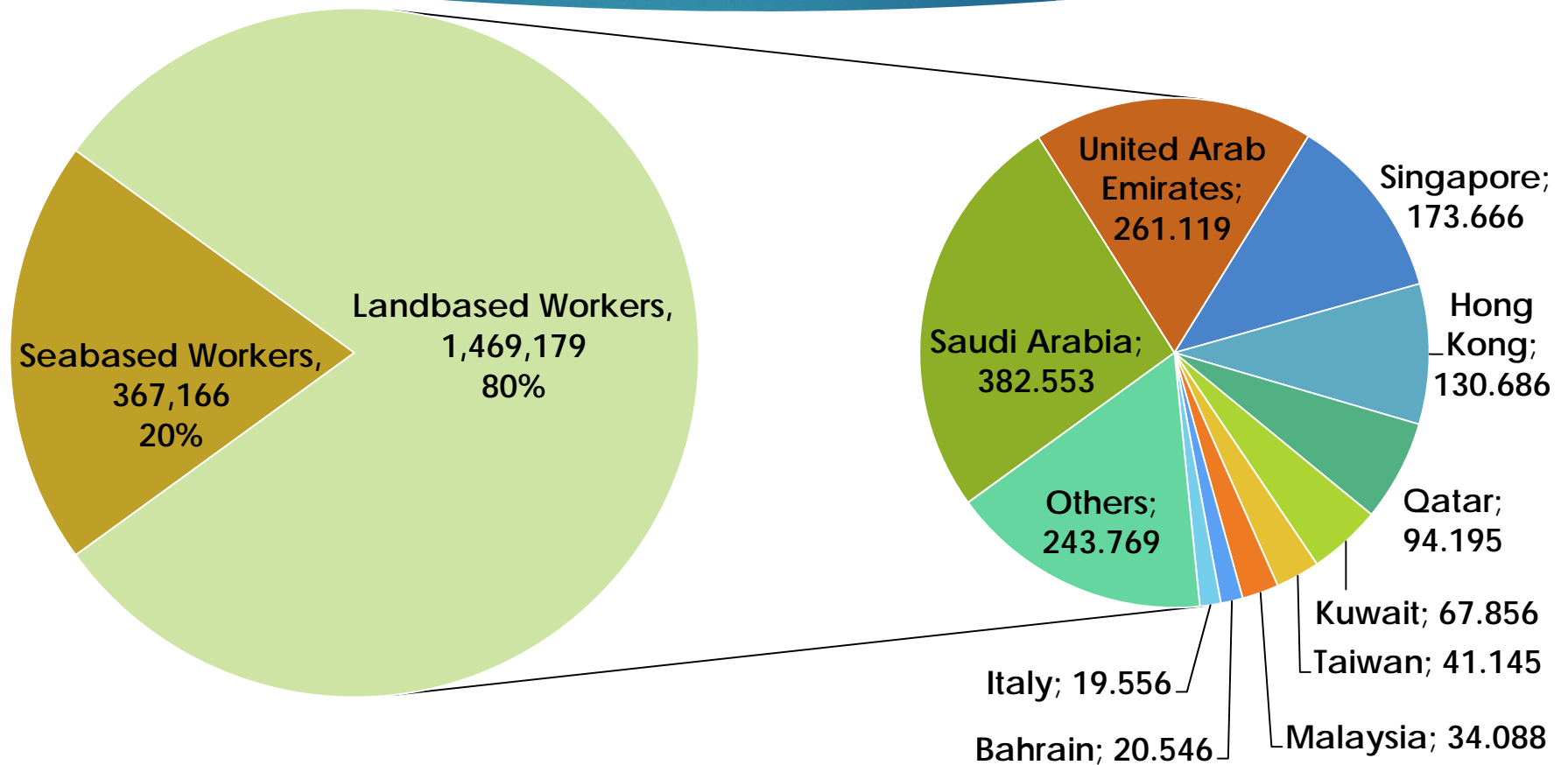


Philippine Education and the Labor Market

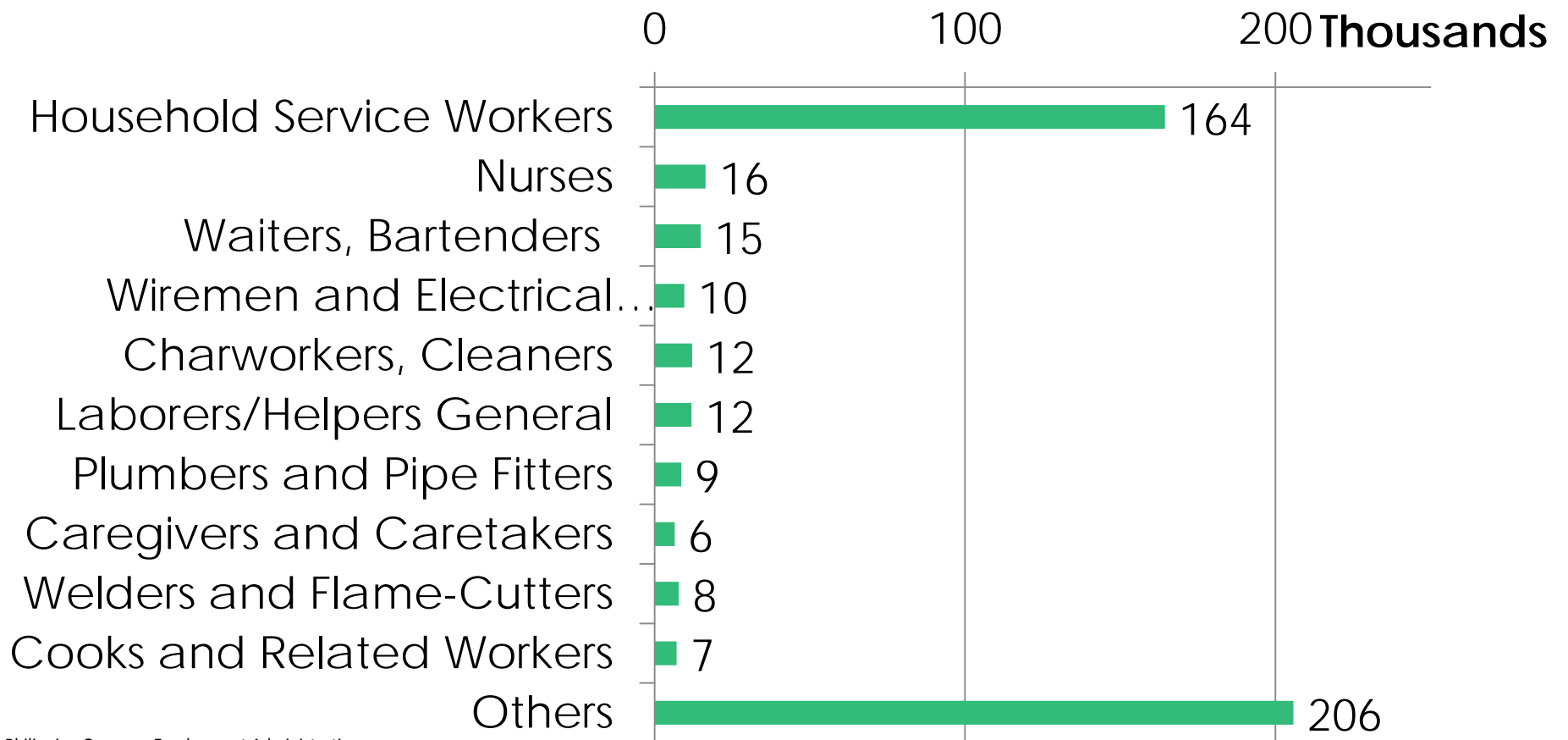
ROBERTO C. DE JESUS

ASIAN INSTITUTE OF MANAGEMENT

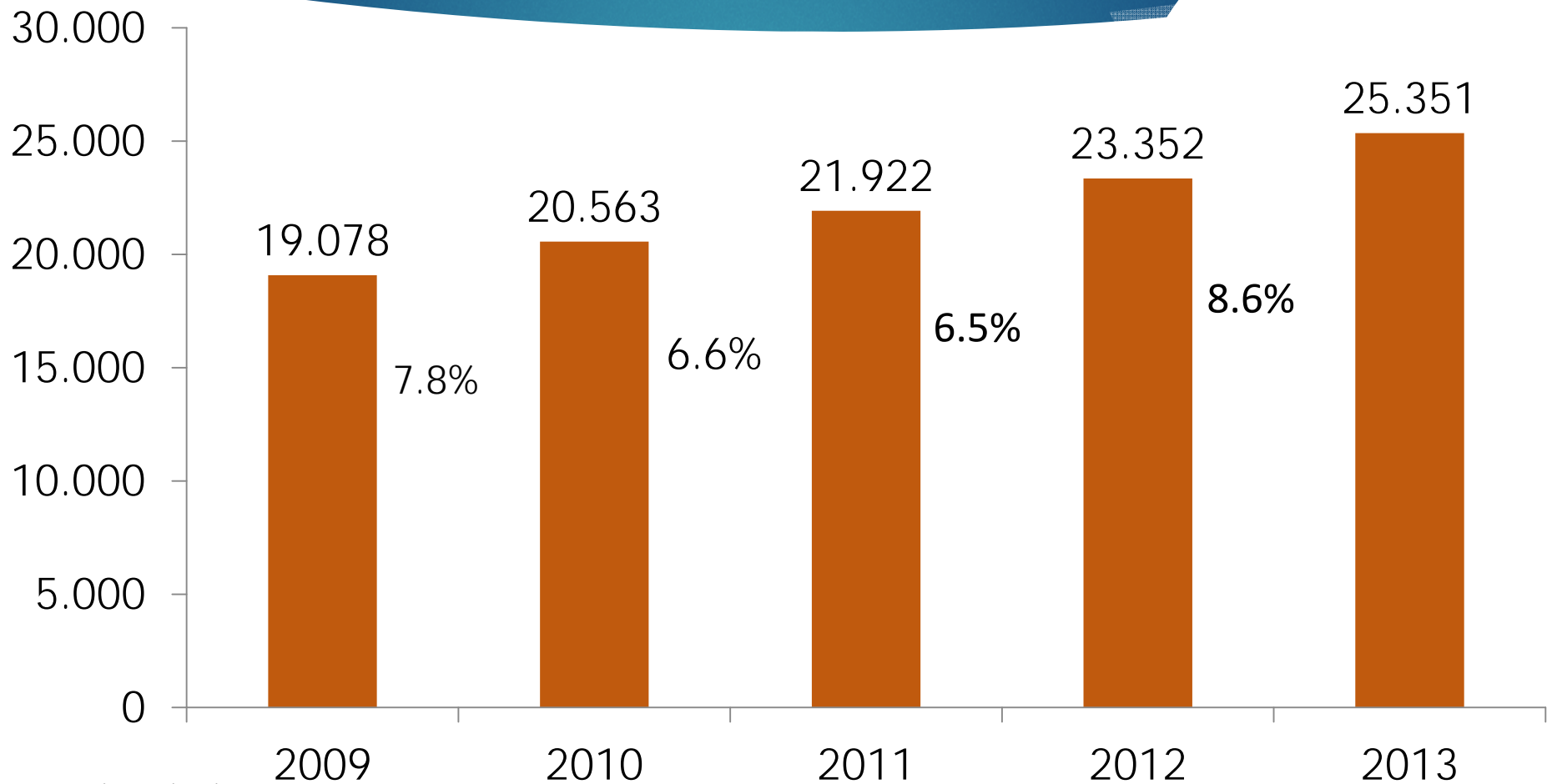
Number of Deployed Overseas Filipino Workers by Destination, 2013



Number of Newly Hired Landbased Overseas Filipino Workers, 2013

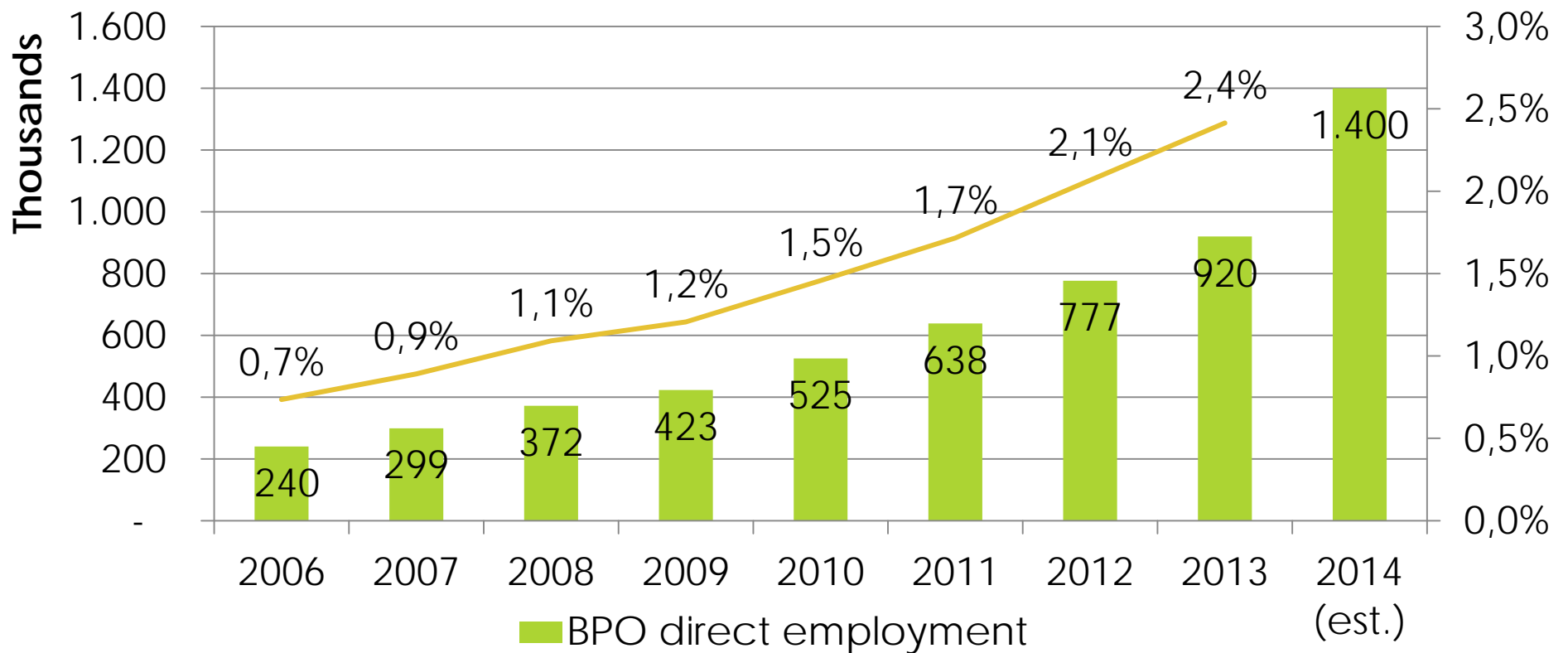


Overseas Filipino Workers Remittances (in Million USD)

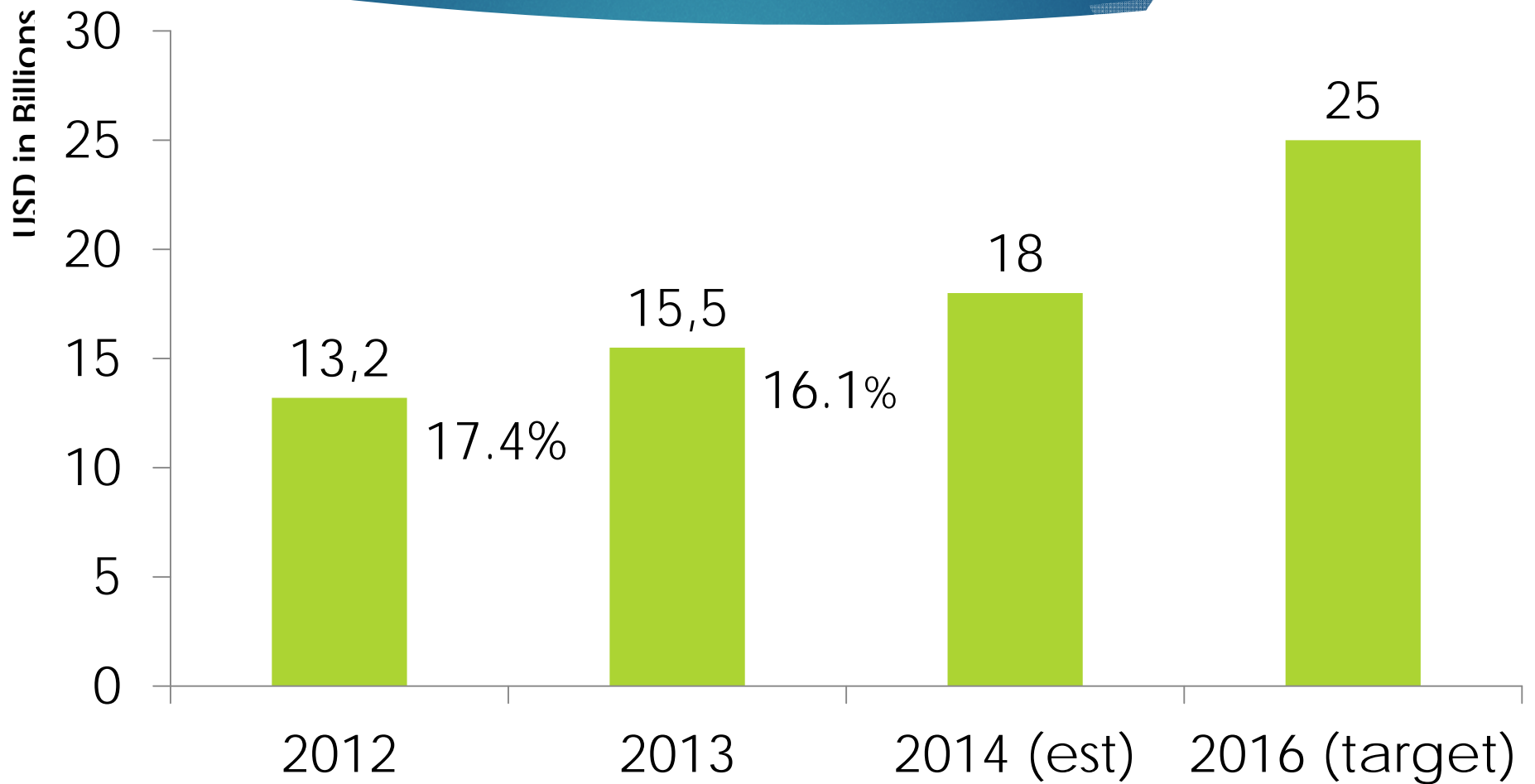


Source: Bangko Sentral ng Pilipinas

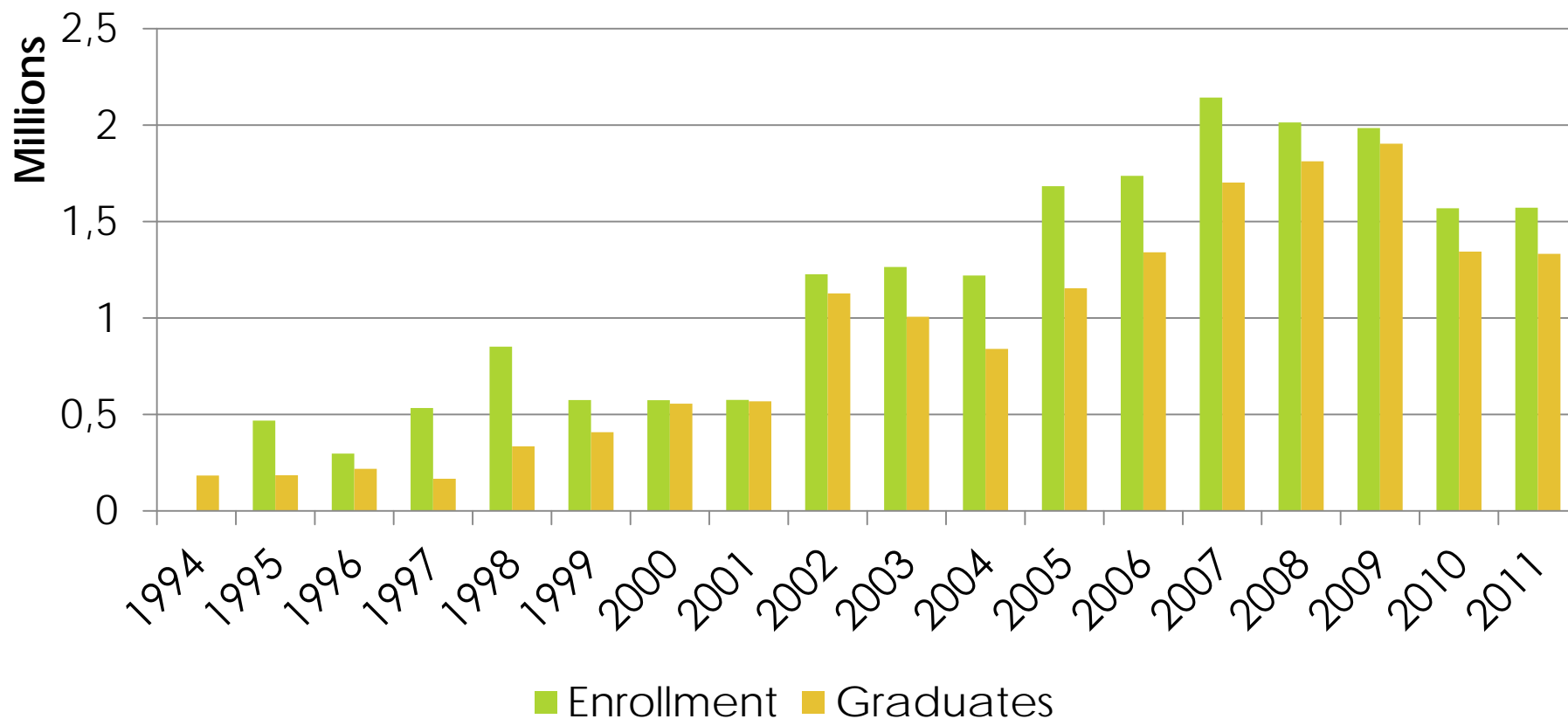
BPO Employment, 2006-2014



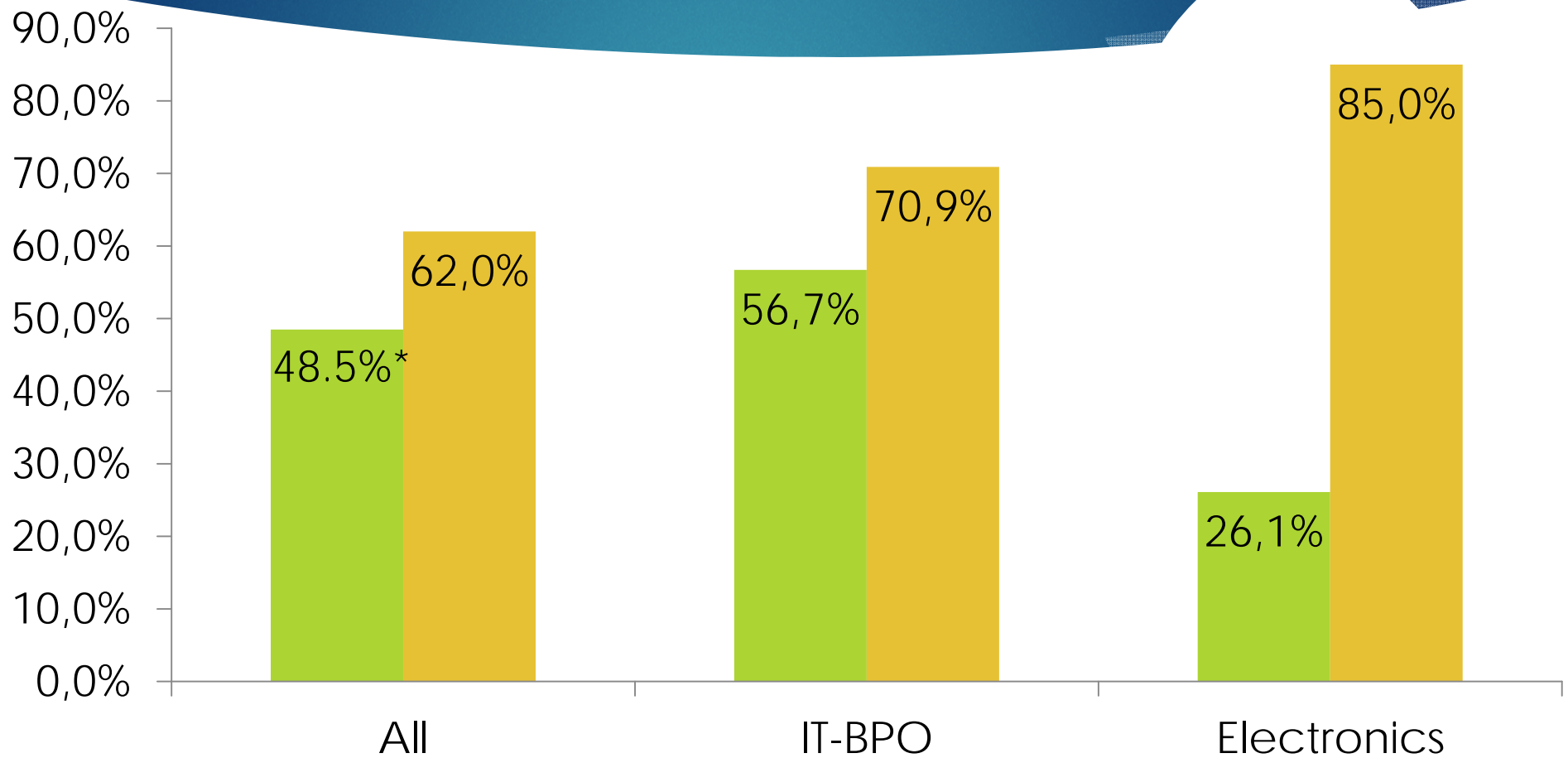
BPO Revenues



TVET Enrolment and Graduates by Year: 1994-2011



Employment Rates of TVET Graduates

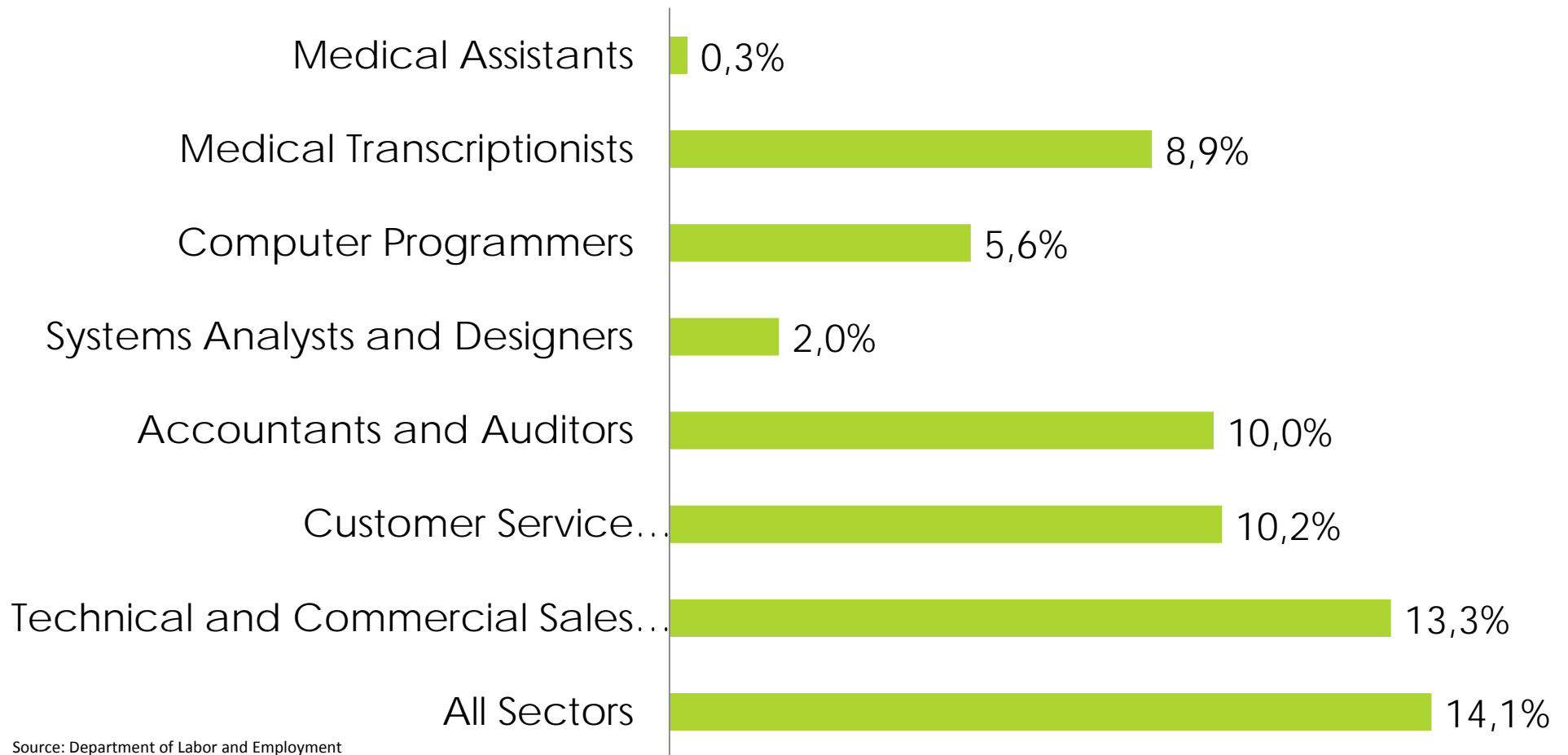


*data for 2005

Source: Technical Education and Skills Development Authority

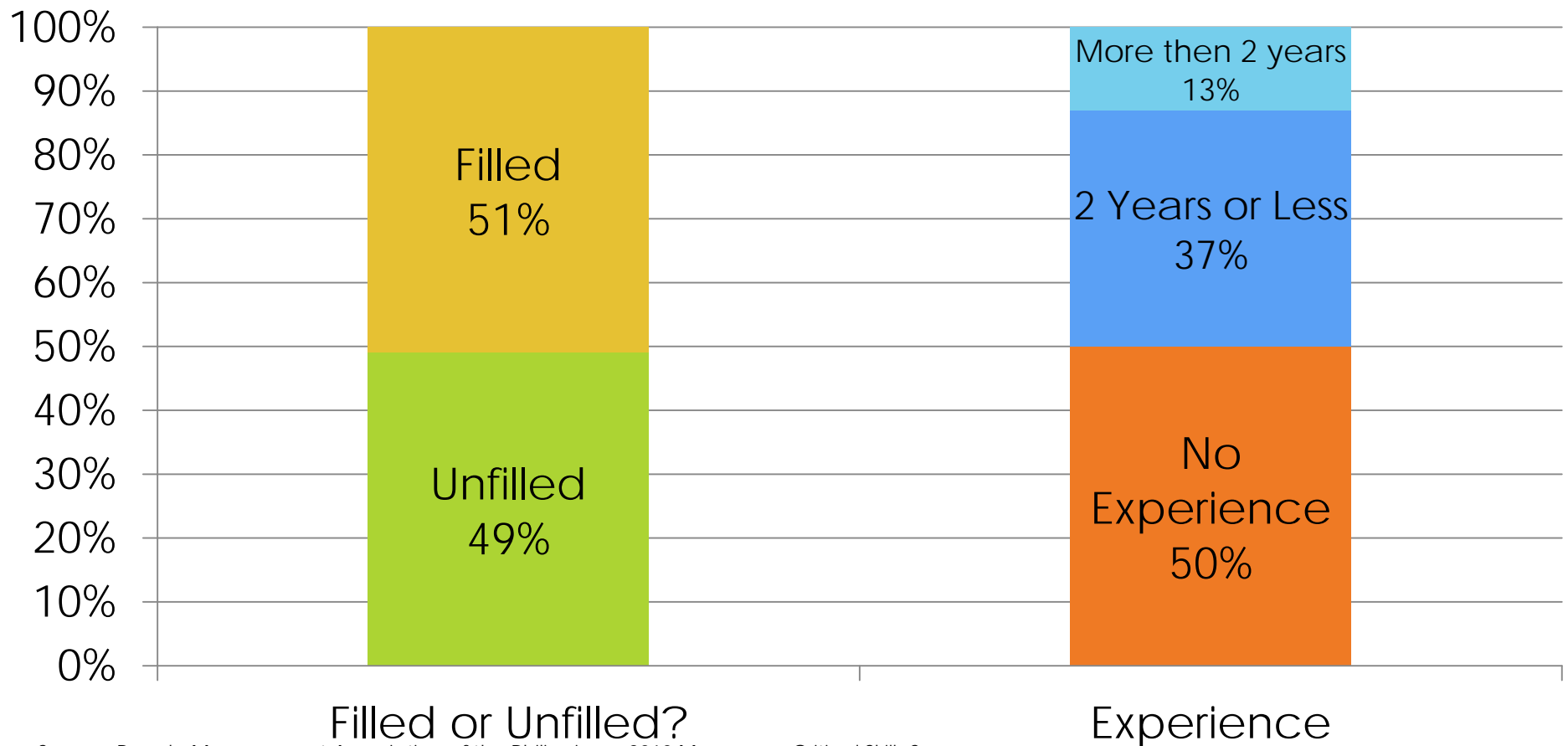
■ 2007 ■ 2012

Ratio of Vacancies to Applicants, 2012



Vacancies in the Philippines

(2010 PMAP Manpower Critical Skills Survey)



Source: People Management Association of the Philippines, 2010 Manpower Critical Skills Survey



JAPANFOUNDATION



**Konrad
Adenauer
Stiftung**

Prospects and Challenges for the Future Generation

Family and Social Change in Korea

Tokyo

3rd December 2014

**Kangnam University
College of Social Welfare
Hongjik Lee, MSSA, Ph.D.**



I. General Characteristics of the Korean Society

1. Traditional Korean Society

- Asian Values
- Confucianism
- Filial piety or loyalty towards the family, corporation and nation
- Forgoing of personal freedom for the sake of society's stability and prosperity
- Pursuit of academic and technological excellence
- Strong work ethic together with thrift

I. General Characteristics of the Korean Society

2. Recent Changes

- Principles of sovereignty, self-determination, and non-interference in civil and political rights
- Predisposition towards single-party authoritarian government
- Preference for social harmony
- Concern with socio-economic prosperity
- Concern with the collective well-being of the community
- Loyalty and respect towards figures of authority
- Preference for collectivism and communitarianism

II. Current Issues in the Korean Society

1. Demographic Issues

- Marriage Rate
- Birth Rate
- Aging Society

2. Economic Issues

- Size of NEETs
- Unemployment of Youth
- Job training participation of Youth

3. Social Issues

- Changing Family
- Changing Social Values

II-1. Demographic Issues: Marriage Rate

- Marriage rate of South Korea was one of the highest among OECD countries.
- South Korea had the third highest rate of early marriage.

Table 1. Marriage rate in 2009

Country	Marriage rate (2009)
Turkey	9.04
United States	7.31
South Korea	7.13
Poland	6.57
Japan	5.71
OECD	5.00

OECD Report(2009) Number of Marriages per 1000 population

II-1. Demographic Issues: Birth Rate

- Korea had the lowest birth rate in 2010 among OECD countries.
- Compared to the birth rate average for OECD countries, which is 1.74 children, the birth rate of Korea is 1.23, which is less than 0.51 child per person.

Table 2. Birth rate in 2010

Country	Total baby (2010)
Israel	3.03
South Korea	4.53(70)-1.63(95)-1.23(10)
OECD	1.74

OECD Report(2010)

II-1. Demographic Issues: Birth Rate

- According to the 2014 CIA World factbook, With Monaco(6.72), Saint Pierre and Miquelon(7.70), Japan(8.07) and Singapore(8.10), South Korea(8.26) has the fifth lowest birth rate. German(8.42) was the sixth among 224 countries.

Table 3. Birth rate in 2014

Ranks	Country	Birthrate
219	German	8.42
220	South Korea	8.26
221	Singapore	8.10
222	Japan	8.07
223	Saint Pierre and Miguelon	7.70
224	Monaco	6.72

2014 CIA World Factbook: Birth rate compares the average annual number of births during a year per 1,000 persons in the population at midyear

II-1. Demographic Issues: Aging Society

- Due to the low birth rate and increases in life expectancy, Korea is uniquely experiencing fast population ageing.
- According to UN World Population report, the portion of the total population aged 65 years or over was projected to exceed 7% in 2000 which is referred to aging society, 20.8% in 2026 which is referred to aged society and 20.8% in 2026 which is super aged society.

Table 4. Aging societies in 2012

Country	Aging Society(7%)→ Aged Society(14%)	Aged Society(14%)→ Super Aged Society
Japan	1970→1994 (24)	1994→2006 (12)
Germany	1932→1972 (40)	1972→2009 (37)
Italy	1927→1988 (61)	1988→2008 (20)
U.S.	1942→2015 (73)	2015→2036 (21)
France	1864→1979 (115)	1979→2018 (39)
South Korea	2000→2017 (17)	2017→2026 (9)

Korean Statistical Office(2012)

II-2. Economic Issues: Size of NEETs

- According to OECD report, the rate of youth population between 15-29 years old who are not employed and not enrolled in schools is 18.5%.
- Compared to Germany, which has a rate of 9.9%, showing that the rate in Korean is twice that of Germany.

Table 5. Percent of NEETs in 2014

Country	% of NEETs
Korea	18.5
OECD Average	15.0
Germany	9.9

OECD. Education At Glance (2014)

II-2. Economic Issues: Unemployment of Youth

- Of particular note, in the year of 2013, the unemployment rate of the youth population was 9.9 % for youth aged between 15-24 and 6.6% for youth aged between 25-29 in Korea while 3.9% and 3.4%, respectively in Germany, much higher rates in Korea compared to Germany.

Table 6. Unemployment : College Graduate and Higher

Country	15~24	25~29
Korea	9.9%	6.6%
Germany	3.9%	3.4%

II-2. Economic Issues: Unemployment of Youth

- The portion of NEETS in Korea is twice as large compared to Germany.
- However, the portion of high-school students who received work training was 30% in Korea.
- Last year the portion of youth population aged 16 to 19 who were receiving training was 12.1% in Korea while it was 40.9% in Germany
- Similarly, the portion of youth population aged 16 to 19 who had completed job training was 17.6% in Korea while in Germany it was 44.4%.

Table 6. Job Trainee and Graduates of Job Training

16~19	Job Trainee	Graduates of Job Training
Korea	12.1%	40.9%
Germany	17.6%	44.4%

II-3. Social Issues: Changing Family and Social Values

Family

- Nuclear Family
- Separation/ Divorce
- Disseminated Family
- Child care and Eldercare Burden
- Role Change of Family Member
- Kangaroo Generation
- Multicultural Family

Social Values

- Weaken Social Capitals
- Conflict

III-1. Responses to Demographic Issues

- Incentives, Subsidies
- Childcare Service
- Family Leave
- Sabbatical Leave
- Work-Family Balance Program,
- Family Friendly Business Policy,
- Restructuring Social Security System

III-2. Responses to Economic Issues

- Training Program
- Flexible Work Hour
- Part-time Job
- Work Sharing
- Transitory Work
- Mentoring Program
- Working Holiday
- Continuing Education
- Professional/Technical Schools/Programs for High School Students
- Decent Job
- Benefits for Employees(Cafeteria Plan)

III-3. Responses to Social Issues

- Conflict Resolution Program
- Supporting Multicultural Society
- Solving Discrimination and Inequality Problems
- Strengthening Social Capital

Employment in Singapore: Prospect for the Future Generation

HUI Weng Tat

Lee Kuan Yew School of Public Policy
National University of Singapore

KAS and Japan Foundation Conference Tokyo, 3 December 2014

Singapore's Economic Growth 1980-2010

	1980-1990	1990-2000	2000-2010
Average Annual Real GDP Growth	7.8	7.3	5.2
Average Annual Employment Growth	2.4	3.8	3.9
Average Annual Productivity Growth	5.5	3.5	1.3

Source: Singapore Department of Statistics STS database

Average Sectoral GDP & Employment Growth 1980-2010

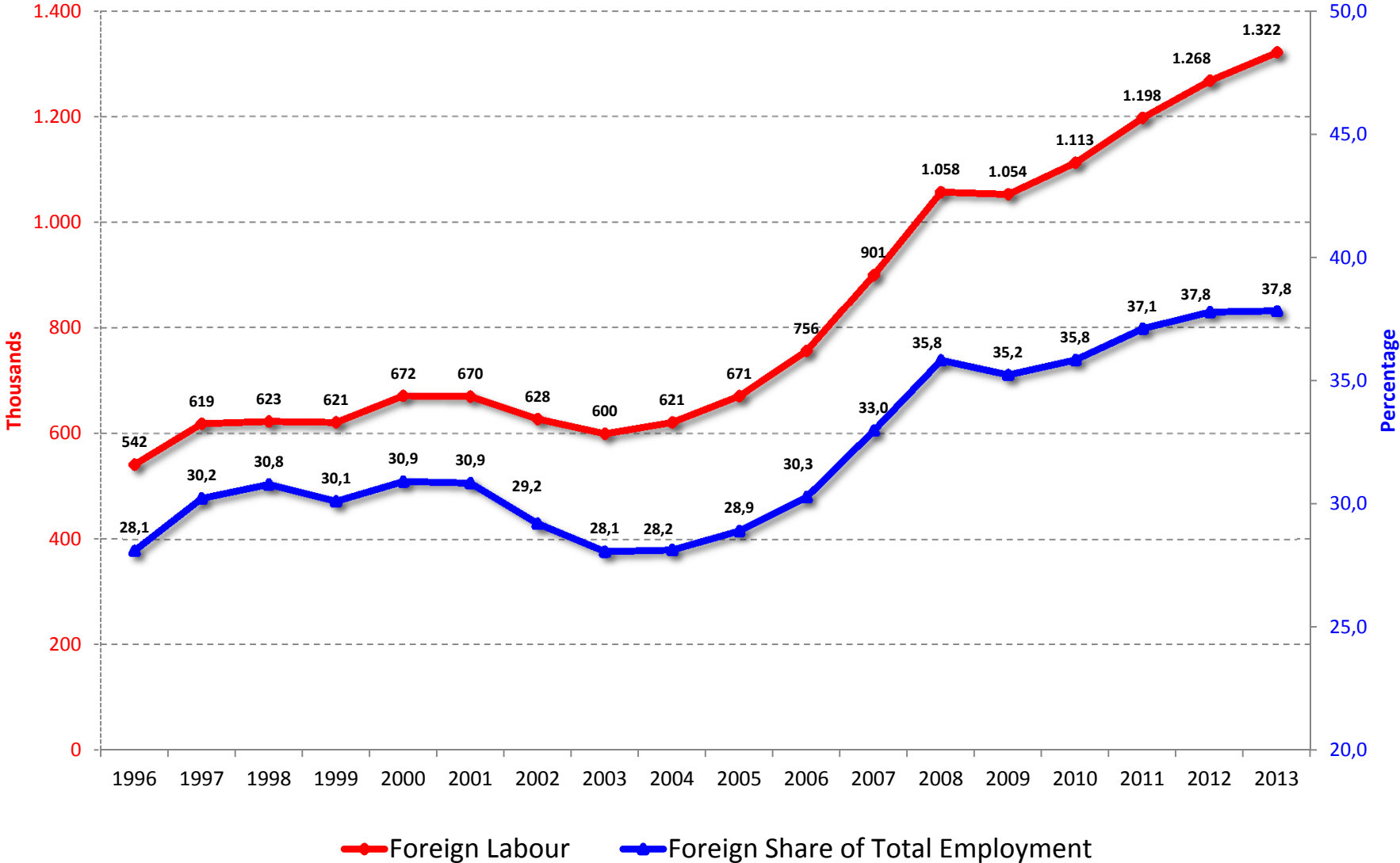
	Manufacturing			Construction			Services		
	1980 - 1990	1990 - 2000	2000 - 2010	1980- 1990	1990 - 2000	2000 - 2010	1980 - 1990	1990 - 2000	2000 - 2010
Average Annual Real GDP Growth	7.3	7.0	4.8	5.5	11.7	2.9	8.4	7.6	5.9
Average Annual Employment Growth	2.0	0.1	2.8	2.6	10.2	2.7	2.7	4.3	4.5
Average Implied Annual Productivity Growth	5.3	6.9	2.0	2.9	1.5	0.2	5.6	3.3	1.5

Source: Singapore Department of Statistics STS database

Labour Market Situation in Singapore

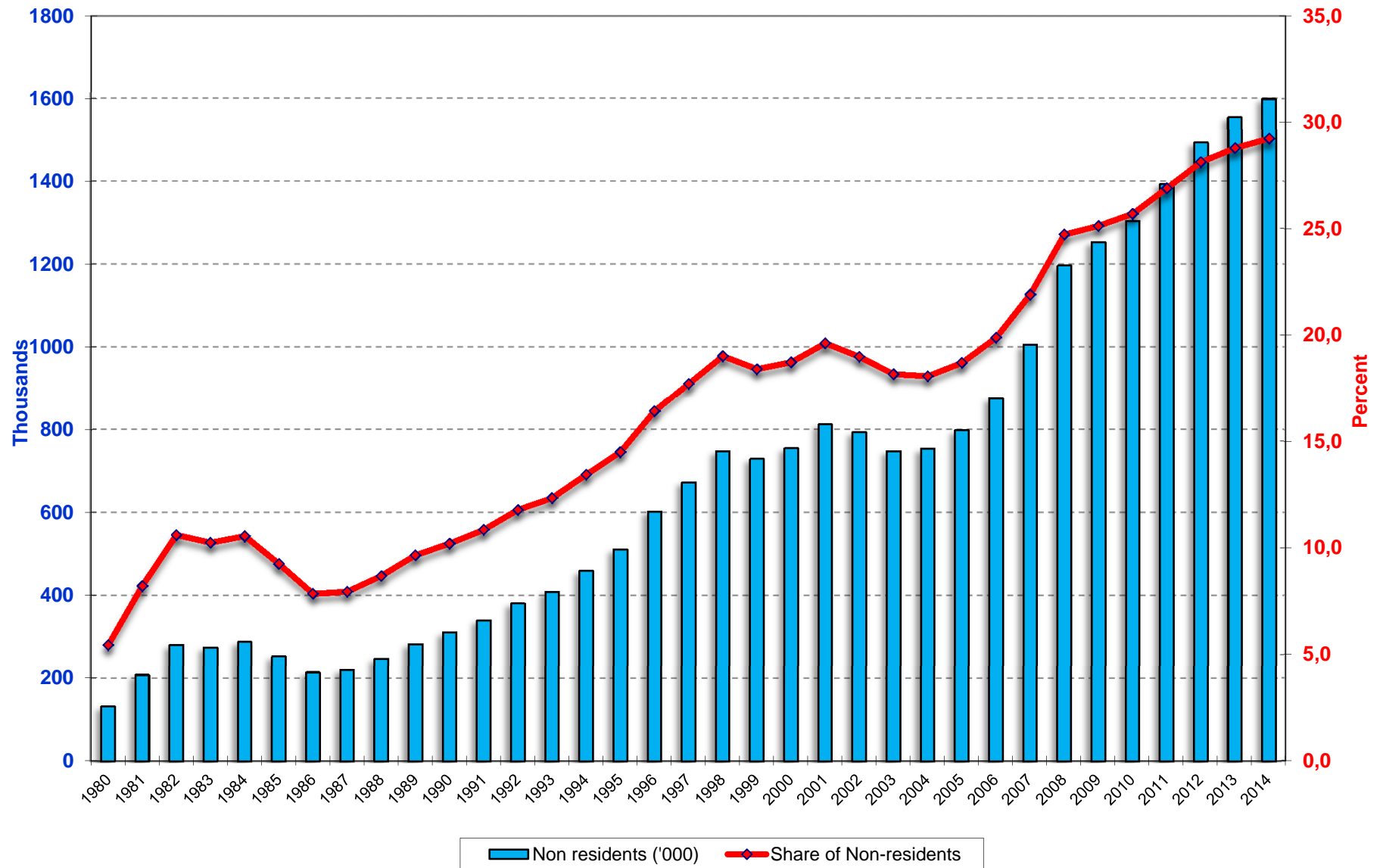
- Growth maximisation strategy resulted in liberal immigration policies to augment domestic labour supply
- Migration policy key part of successful drive for FDI
- Liberal and flexible foreign labour policy up to 2010
- Growth maximisation strategy resulted in overcrowding and wage depression
- Widening wage gap from very high rate of inflow of lower skilled foreign labour

Foreign Labour in Employment 1996-2013



Source: Singapore Ministry of Manpower

Singapore's Non-Resident Population

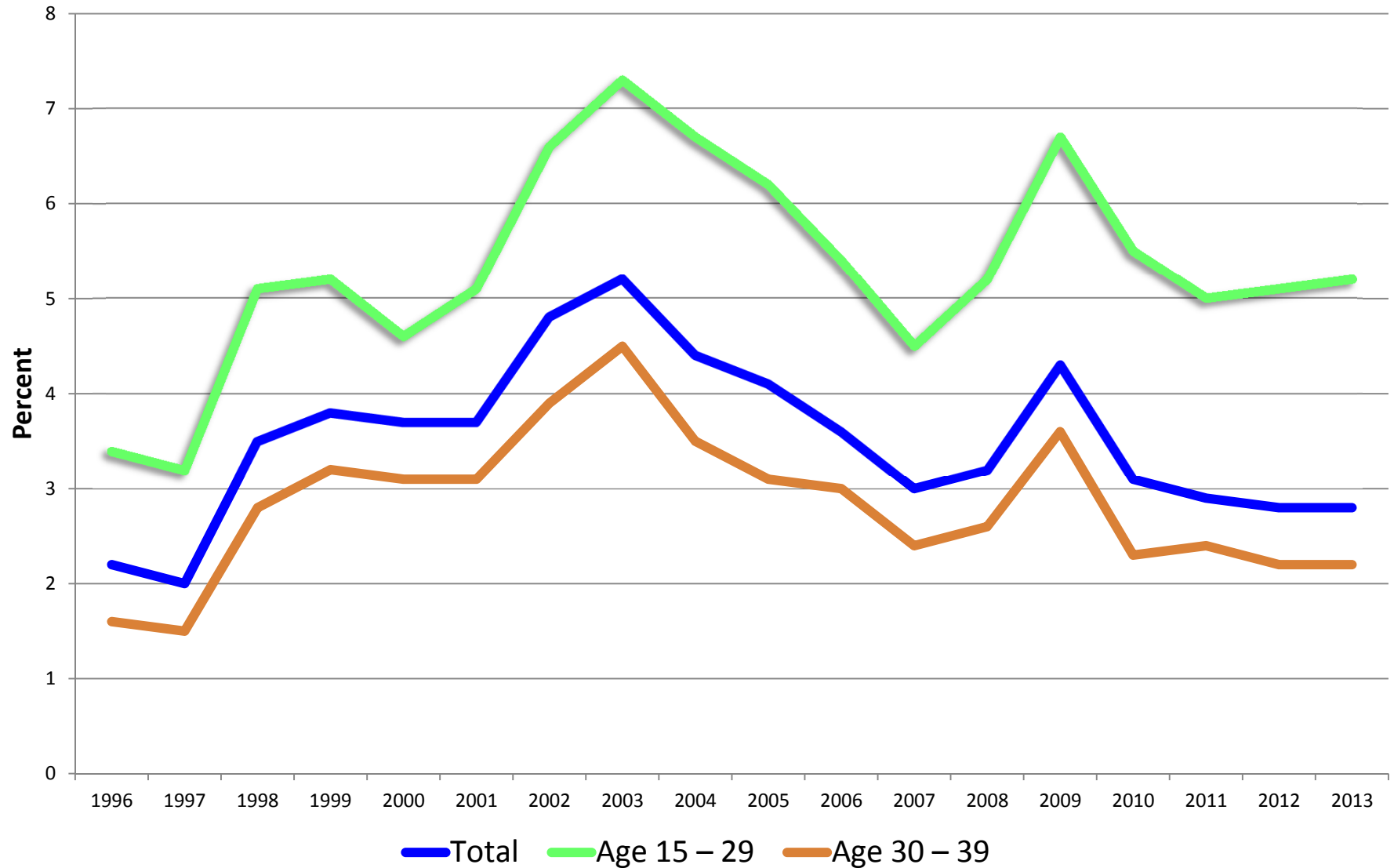


Top Ten Countries with the Highest Share of International Migrants in the Total Population (over 1 million) 2013

Rank	Country	Share of Country's total population (%)	Number of immigrants
1	United Arab Emirates	83.7	7,826,981
2	Qatar	73.8	1,600,955
3	Kuwait	60.2	2,028,053
4	Bahrain	54.7	729,357
5	Singapore	42.9	2,323,252
6	Jordan	40.2	2,925,780
7	Saudi Arabia	31.4	9,060,433
8	Oman	30.6	1,112,032
9	Switzerland	28.9	2,335,059
10	Australia	27.7	6,468,640

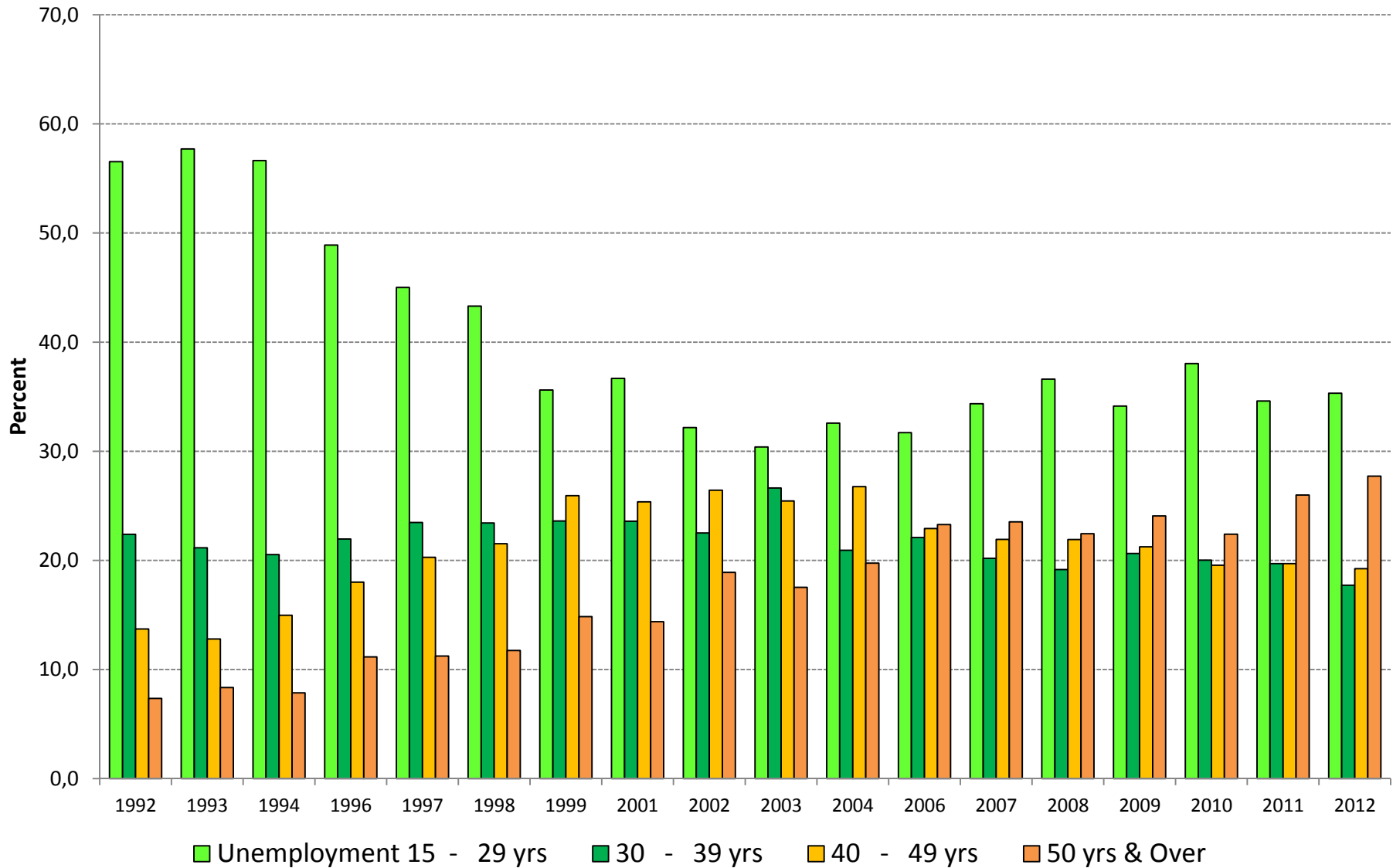
Source: United Nations

Unemployment Rate of Young Adults



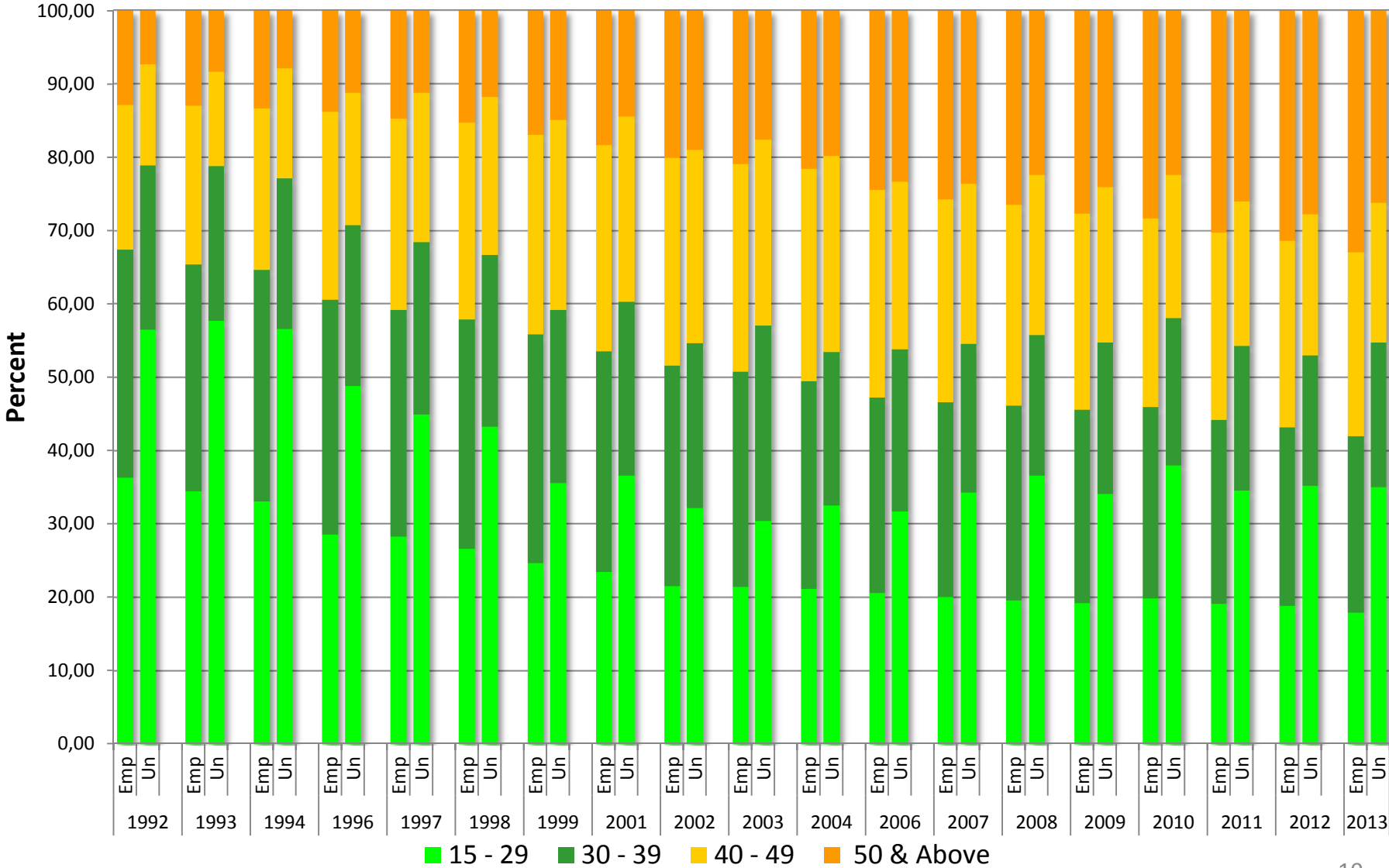
Source: Singapore Department of Statistics STS database

Unemployment Share by Age

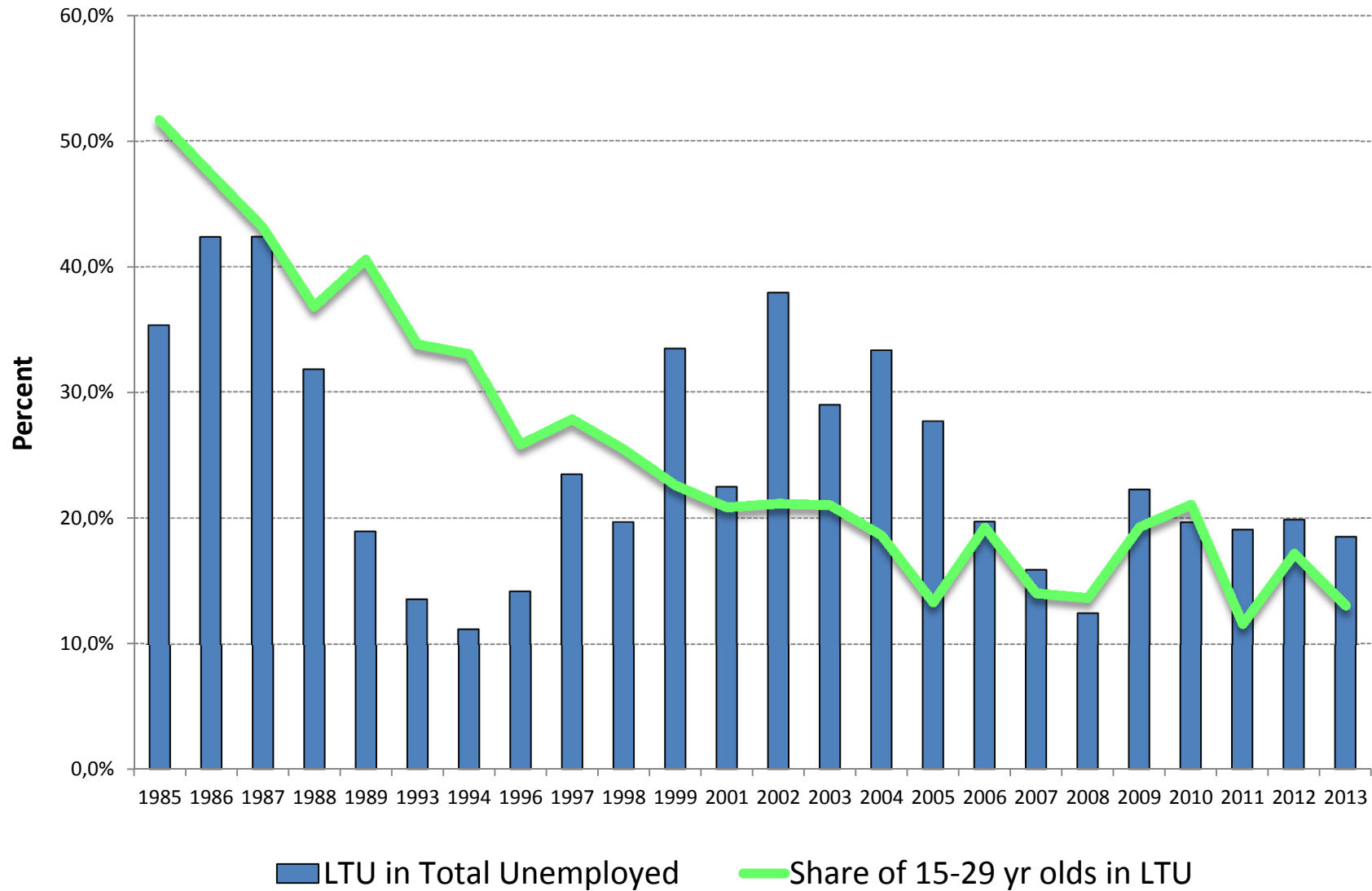


Source:: Singapore Labour Force Survey, *various issues*

Employment and Unemployment by Age



Young Adults in Long Term Unemployment



Source: Singapore Labour Force Survey, various issues

Reemployment Rate of Retrenched

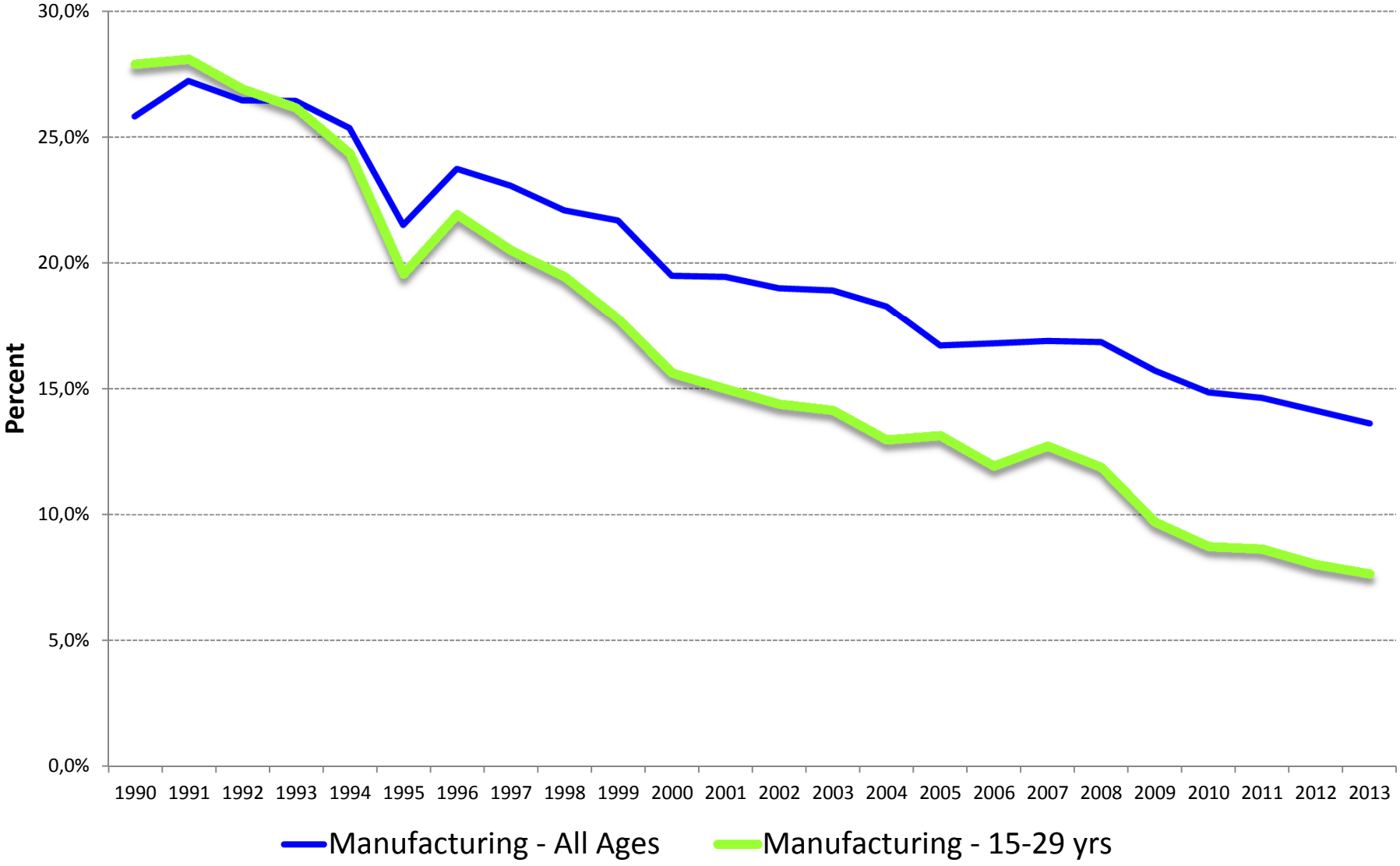


Notes: a. Reemployment rate is defined as the percentage of retrenched who find employment within 6 months of retrenchment for 1997-2008. From 2008, data refers to those who find employment within 12 months.

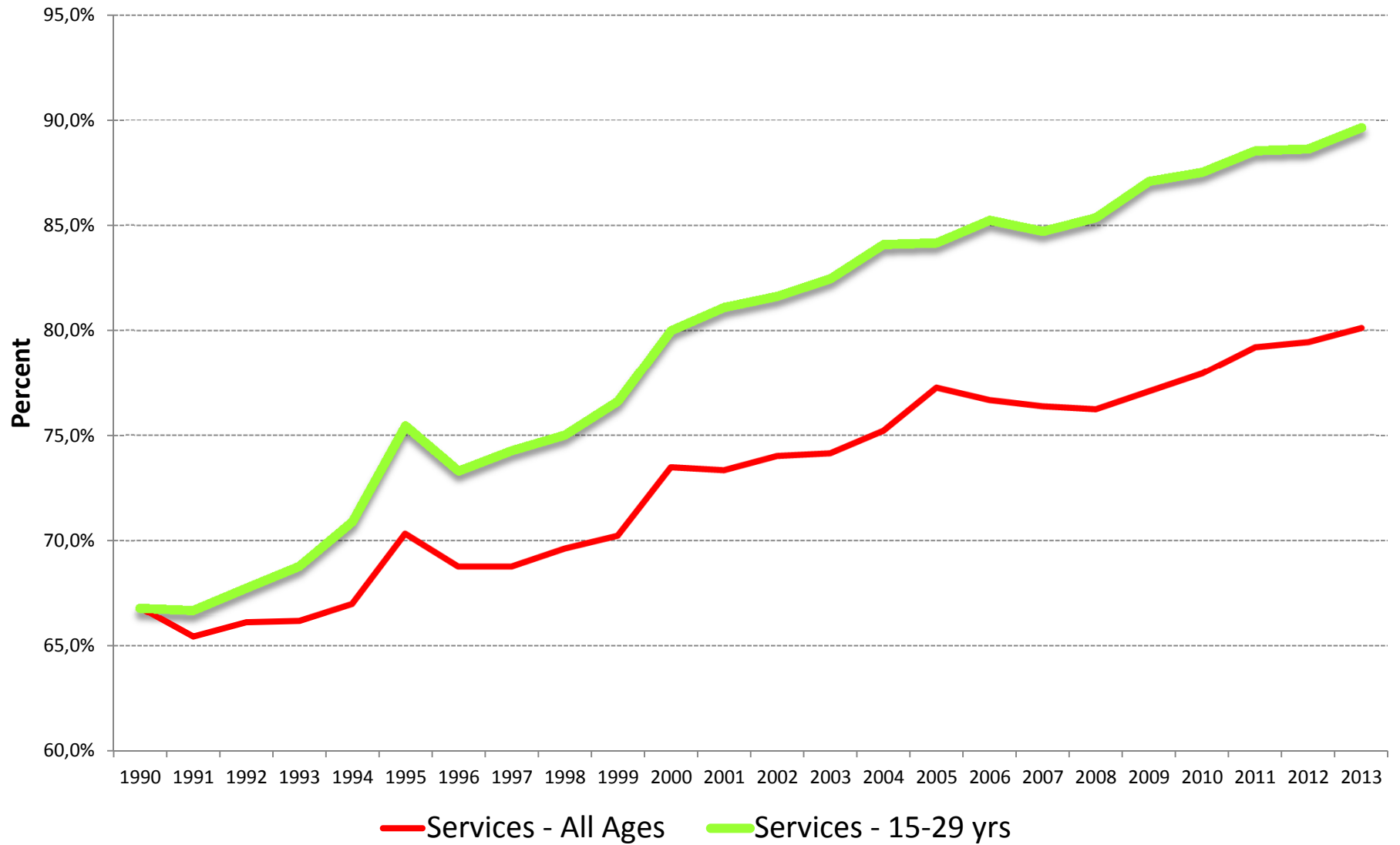
Sectoral Shares of Resident Employment in Singapore 1990 - 2013

	Manufacturing	Construction	Services
1990	25.8%	5.9%	66.8%
2000	19.5%	6.1%	73.5%
2010	14.8%	5.3%	77.9%
2013	13.6%	5.0%	80.1%

Employment Share in Manufacturing



Employment Share in Services

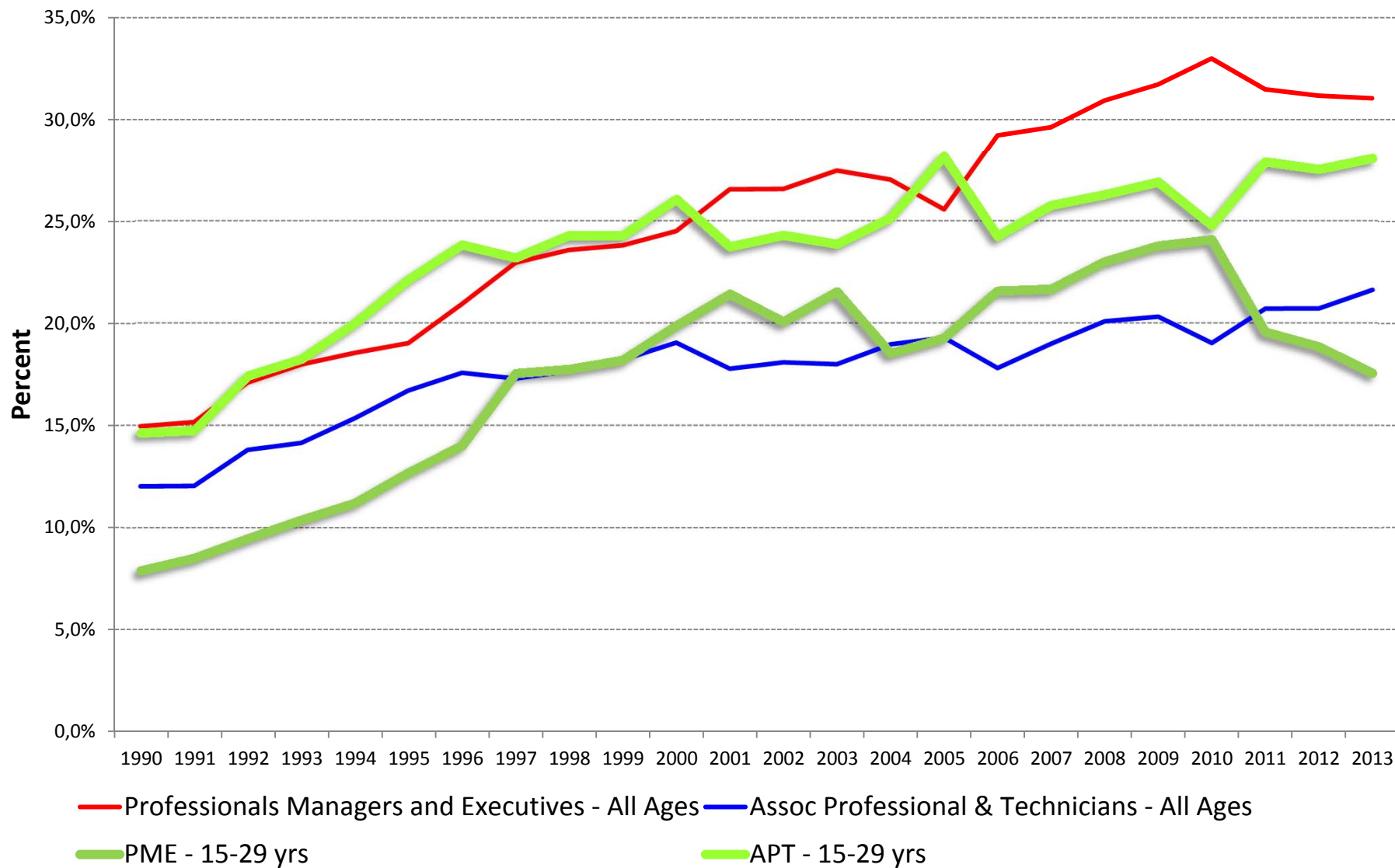


Occupational Shares of Resident Employment in Singapore 1990 - 2013

	PMET	Clerical, Sales & Service	Crafts & Technical	Others
1990	27.0%	29.4%	27.7%	15.9%
2000	43.5%	26.8%	19.3%	10.5%
2010	52.0%	24.8%	12.3%	10.9%
2013	52.7%	25.5%	11.2%	10.6%

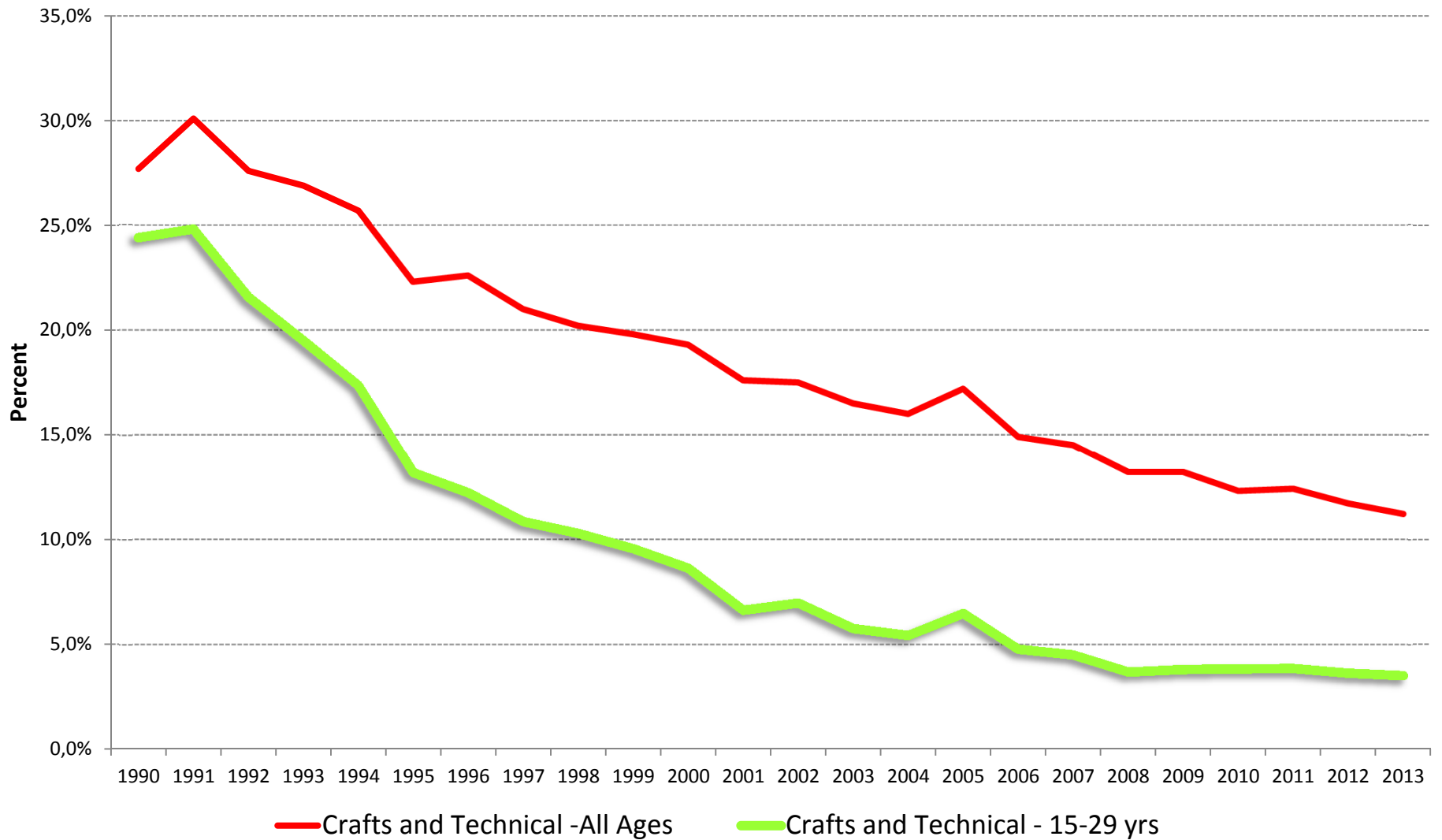
Source: Singapore Department of Statistics STS database

Employment Share in PMET Occupations



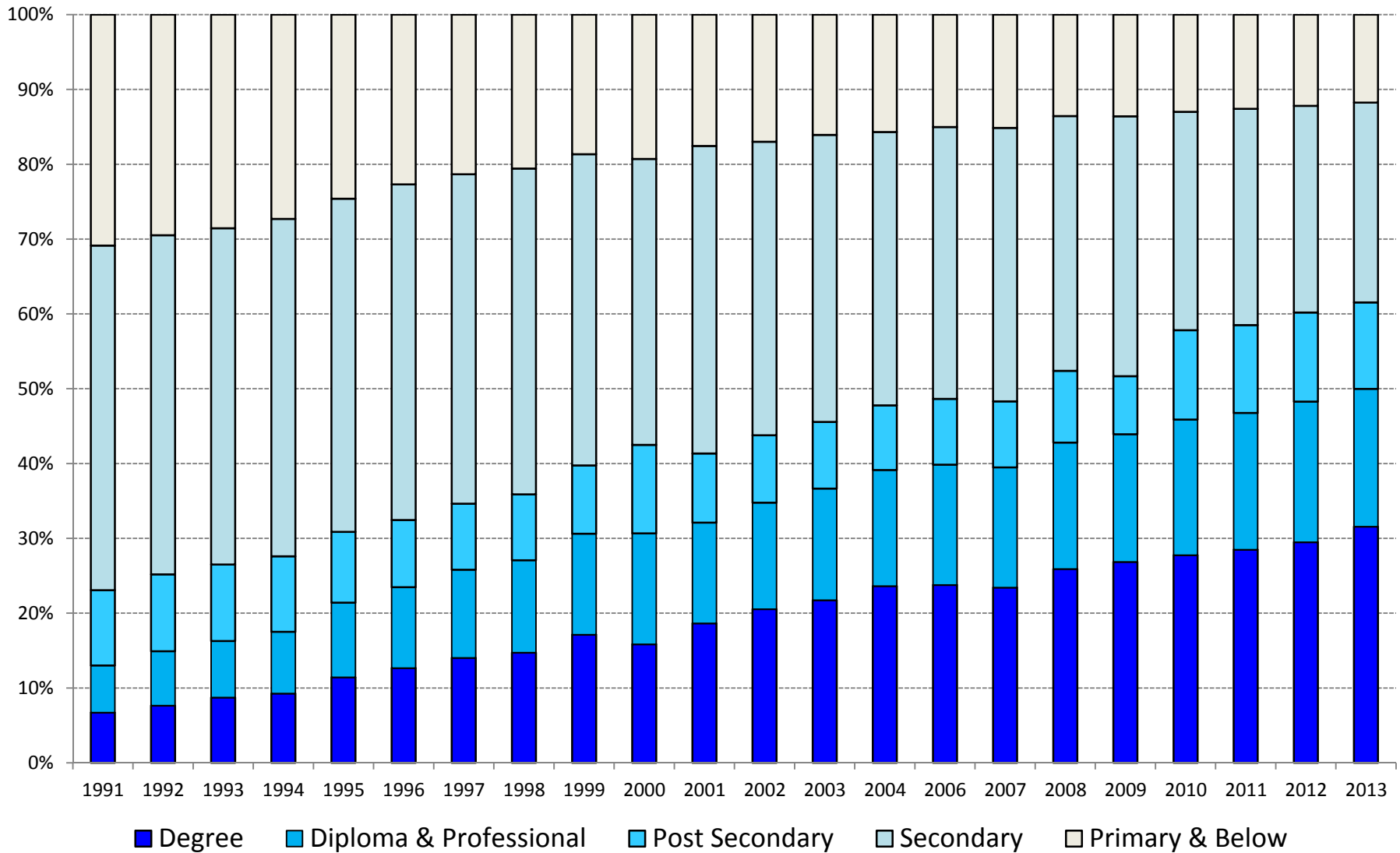
Source: Singapore Department of Statistics STS database

Employment Share in Crafts & Technical Occupations



Source: Singapore Department of Statistics STS database

Employment Share by Education Level



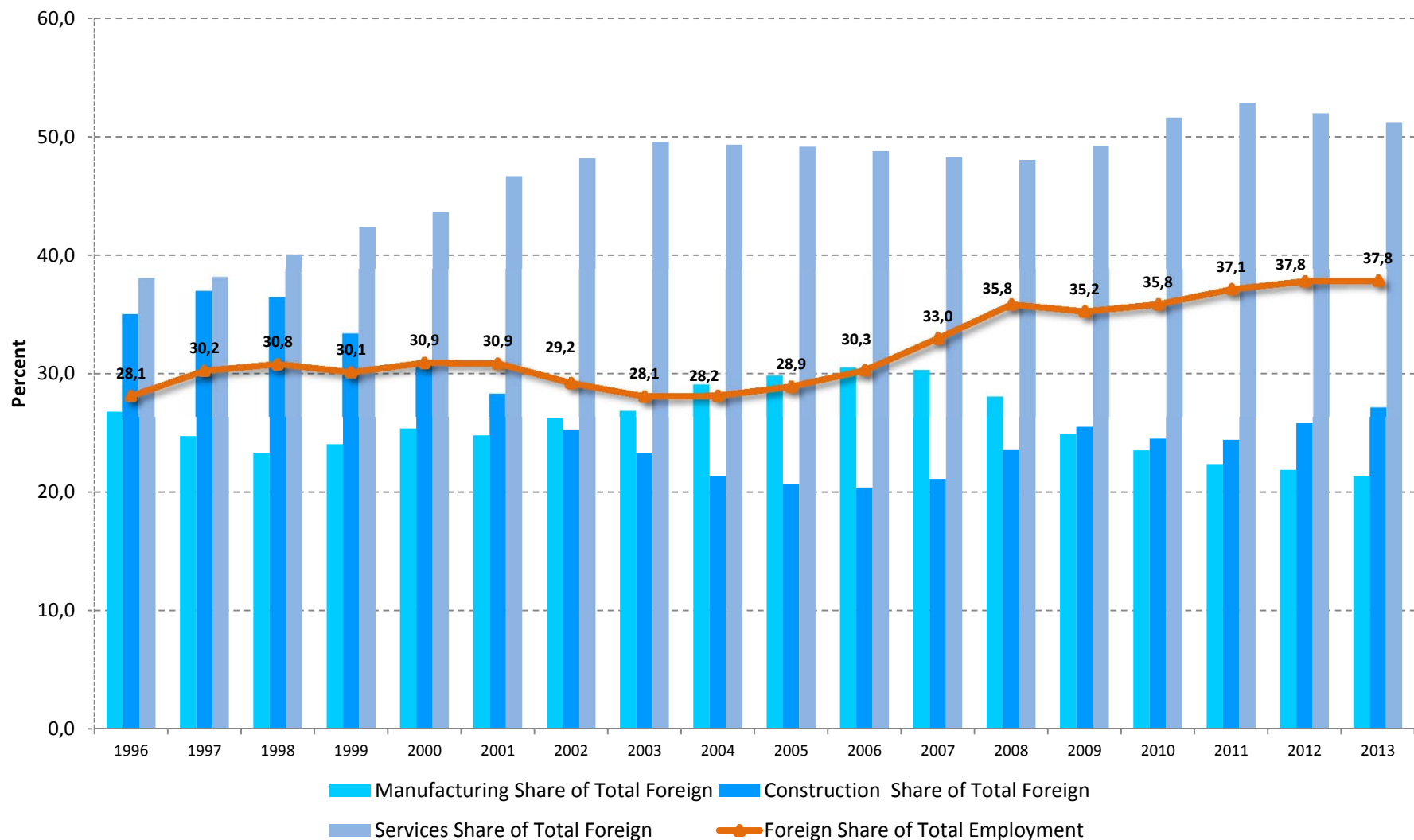
Education and Training Policy Review

- University education sector review in 2012 - increase publicly funded cohort participation rate from 26% to 30% by 2015
- Key considerations: economic relevance, quality education, cost effectiveness
- Recent policy shift – to moderate expectations of further increase , reduce number seeking degrees
- Emphasis on knowledge and deep skills as keys to success in future
- Skills and experience to be equally valued as degrees
- Helping students make informed choices on education and career choices, deepening collaboration with industry, helping students upgrade skills and career development post graduation

Employment Prospects for Young Adults

- Aversion to population growth through immigration inflows will mean continuing strong demand for locals
- 1% employment growth sufficient to provide jobs for each cohort
- With falling fertility rate & rapidly ageing population, sustained growth possible only with inflow of migrants
- Recent policy shifts - increases foreign worker levies and administrative tightening of applications
- Potential discrimination against locals
 - Fair Consideration Framework from 1 Aug 2014
 - closer watch on companies which have discriminatory HR practices
- Foreign workers as “employment stability or safety buffer” against retrenchments of local workers during recession

Foreign Labour in Employment



Source: Singapore Ministry of Manpower

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Entertainment (96)
Environment / Health (184)

F&B (1021)
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General Work (579)
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Hospitality (538)
Human Resources (874)
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Repair and Maintenance (547)
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