Women's work: Differences of opinion within households over women's work can easily emerge, since support for women may vary from one household to another. Among those who disagree, women were usually expected to have a larger role in this respect.

Based on the survey findings, the following actions are recommended to policy-makers in the fields of labour and education, to employers and to research institutions:

- **Local authorities need to provide information, job search assistance and other support networks to young migrants to facilitate their double transition: from a rural to an urban area and from school to work.**
- The Ministry of Education needs to promote and enable the integration of guidance and counselling into the activities of secondary schools.
- Reducing the number of youth who enter the labour market early requires that the education system give particular attention to those at risk of dropping out and policy-makers consider incentives and support measures for those at risk of dropping out. Women's work can easily emerge, since support for women may vary from one household to another. Among those who disagree, women were usually expected to have a larger role in this respect.

- **Greater encouragement to build a culture of entrepreneurship and prompt assistance from government and private agencies for young people who show a strong intention to become entrepreneurs (e.g. with credit and entrepreneurship training) are required in order to create financially viable small enterprises that can potentially employ thousands of additional young workers.**
- **Men need to be encouraged to formulate career plans early on and participate in job search activities, especially those at risk of dropping out and policy-makers consider incentives and support measures for those at risk of dropping out.**
- **Women need to be encouraged to formulate career plans early on and participate in job search activities, especially those at risk of dropping out and policy-makers consider incentives and support measures for those at risk of dropping out.**
- **More research is needed on possible forms of discrimination and strategic approaches to counter it, especially for young women.**
- **Gender issues:** Differences of opinion within households over women's work can easily emerge, since support for women may vary from one household to another. Among those who disagree, women were usually expected to have a larger role in this respect.

For further information about the survey and the ILO's activities on youth employment in Indonesia, or to obtain a copy of the full report, please contact:

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**Why is youth employment important?**

In Indonesia, approximately 6 million young women and men between the ages of 15 and 24 are unemployed. The youth unemployment rate is about 33 per cent in urban and 23 per cent in rural areas. Among those young people who have a job, 36 per cent are underemployed (working less than 35 hours a week). The vast majority of working youth are in the informal economy where they lack adequate incomes, social protection, security and representation.

**What is the school-to-work transition?**
School-to-work transition is not simply leaving school and finding a job. It is much broader: it starts in education and ends much later when young people are already in employment – it is a process that takes many years.

**The survey**
A survey on the school-to-work transition in Indonesia was carried out jointly by the ILO and the Ministry of Manpower and Transmigration in the first half of 2003, involving a sample of 2,180 young people (aged 15-24) and 90 enterprises. The survey was implemented in three regions: Jakarta (all districts), Central Java (covering Semarang, Demak and Kendal) and Nusa Tenggara Timur (NTT; focusing on Kupang).

The survey had five target groups in-school youth; job-seekers; employers; self-employed and own account workers; and employers and managers who hire young workers in public and private firms. In each region, 250 interviews were conducted with youth (180 with each of the four sample groups) and 30 with managers and employers. The survey was conducted jointly by the ILO and the Ministry of Manpower and Transmigration.

**Survey findings**
Although differences exist between the three areas and provinces covered by the survey, many findings are similar.

**Mobility**
- Twenty to fifty per cent of youth have migrated but their reasons differ. Mobility covered by the survey, many findings are similar.
for migration vary. While migration frequently opens up new opportunities for job seekers, migrating youth are often disadvantaged because of their limited knowledge of employment opportunities and institutional support networks in their new surroundings. Young female migrants in search of a job may be at risk of being trafficked.

**Education**

- **Guidance:** Only 39 per cent of the surveyed youth had received information, counseling and vocational guidance (more so among youth in Jakarta and among in-school and employed youth) while 56 per cent of those who did not receive any guidance would like to make use of it, if offered the opportunity.
- **Parents’ education:** Self-employed youth had the lowest level of education among all four groups (50 to 70 per cent completed only junior high school or less). This suggests that self-employed youth start their job search at a disadvantage. The linkages between the occupation of father and the level of education of a youth is a contributing factor: inequalities in one generation are thus often passed on to the next.
- **Gender gap in education:** Although the gender gap in educational achievement has narrowed substantially during the past decade, ten to 30 per cent of youth still believed that some courses are more appropriate for one of the sexes.
- **Early drop out:** Financial reasons remained an important explanation for early drop-out: between 39 and 68 per cent of job seekers and self-employed youth left school because they needed to support the family or could not afford fees.
- **Relevance of education:** Between 32 and 47 per cent of young employees left school early because they did not like it and did not see the purpose of continuing their education. This suggests that they doubted the quality and appropriateness of the skills learned or their prospects in the face of high unemployment among educated youth.
- **Vocational training:** Access to vocational training was much greater for employed youth than for those who were looking for work or self-employed, pointing to the need for assistance among the latter two groups.
- **Weak linkages between school and business:** Early exposure to the world of work is essential for young women and men to shape their educational career and to facilitate the acquisition of new skills and attitudes needed in the workplace. Yet, only 38 per cent of all youth participated in work experience programmes during their education or training, usually without being paid. The surveyed enterprises rarely had any other collaboration with the education sector. Many youth believe that vocational training will not help them get a job. Indeed, only 8 per cent of employers prefer to recruit job applicants with internship experience and only 3 per cent prefer to hire young people who hold a training certificate.

**Job search process**

- **Preparation for labour market entry:** Many young women and men are unclear about enter the labour market: lack of guidance, labor market information and job search techniques.
- **Channels:** Around half of all youth used informal networks (friends and relatives) to look for jobs, while many others relied on job advertisements. Employers used mainly informal methods or advertisements for recruitment, or promoted existing employees. Very few out-of-school youth and employers tried to get job information from educational institutions and public employment services, which are well prepared to provide meaningful job search and placement support.
- **Length:** 75 per cent of employees found a job within a month, but 39 per cent of job seekers and 45 per cent of self-employed remained unemployed for more than 6 months (figure 1 illustrates the duration of job search before finding the first job, by group (%)). Among young employees, job mobility was very high: almost 48 per cent had held at least one or two jobs prior to their current job and two thirds had filed five or more applications before finding their first job: Around 30 per cent of job seekers had been unemployed between jobs. Among those who left education at an early age, women were more vulnerable to unemployment than men.

**Wage conditions**

- **Training:** More than 60 per cent of female and male employees had not received training for their current job. More than half of them are uncertain whether training opportunities are the same for women and men. Yet, more than half of the employers and managers surveyed reported that their enterprises provided training to newly recruited workers, mostly through internal training programmes. Although training for employees was often short and limited in scope, less than half of all enterprises surveyed had sought assistance from the government to improve the training provided.

**Gender and marital status**

While employers and youth usually did not rate as a very important factor in recruiting workers, a significant percentage of respondents – up to 52 per cent of employers surveyed in NTT – see gender as a very important factor in the recruitment of manual workers. Overall, 39 per cent of employers preferred to recruit young men, a figure that rises to 76 per cent in NTT. More than 40 per cent of employers in NTT also believed marital status was important in the recruitment of administrative professional staff. In the light of both national legislation and International Labour Standards pledging equality of opportunity in employment, these findings point to the need for increased and improved awareness raising about employers’ legal obligations.

**Preferences and requirements:** Most youth looked for jobs with job security, interesting work and high wages, whereas most employers believed that young people primarily seek job security and jobs that use their knowledge and skills, underscoring the importance for youth of interesting work and high wages. The majority of school youth tended to have unrealistic expectations about their first job: many hoped finding employment in the public sector or large companies. Ambivalence sought: To find a job, most of the respondents mentioned the need for training and labour market information or guidance, as well as professional or language courses. Most self-employed youth needed capital and entrepreneurship training.

**Self-employment:** Self-employment was usually chosen because of the greater independence it offered youth, (figure 2 illustrates main reasons for choosing self-employment) through among women, flexible working hours and higher income also were important factors. Most self-employed youth ran tiny enterprises, with around half reporting that they were the only worker and another 34 to 43 per cent employing a family member. Only very few had obtained financial assistance from official institutions, and around 85 per cent of the businesses had no trading license or certificate of registration. Most self-employed youth were ill-prepared to transform their businesses into mature enterprises that can create further jobs.