

DELINEATING DODONG AND INDAY: A Baseline Study on the Informal Youth Employment in General Santos City

Norman Ralph B. Isla^{1*} and Allan B. Castino²

¹English Department, College of Social Sciences and Humanities,
Mindanao State University — General Santos

²History Department, College of Social Sciences and Humanities,
Mindanao State University — General Santos

*Corresponding Author: normanralphisla22@gmail.com

Abstract

With the seeming presence of the working youth in the Philippines, the need to revisit and check the status of youth employment is viable. In the context of the growing city of General Santos, the study determined the situation of the informal youth employment as well as their socio-demographic profile, employment profile, reasons for working, and their concerns and needs. The study is a qualitative research and utilized descriptive method to meet the desired outcome. The youth considered in the study are aged 15-24 and residents of any of the Top 6 most populous barangays. The sectors included eateries/food services, fishing, agrivet supplies, educational services, construction work, transportation, domestic help, public market/retail stores, IT services, and offices. In terms of socio-demographic profile, the participants are at the average age of 18, mostly Cebuanos and schooling. Most sectors are low-paying so some participants are into short periods of service. Their working conditions are described as flexible, risky and dangerous, humid and dirty, near distant, and the jobs are often recommended by a family/friend. Their reasons for working are to support the family's needs, to provide for their personal needs and additional allowance, and to gain skills and experiences. The concerns and needs revealed that there were issues with compensation, social services benefits, incentives, facilities, and equipment, secured workplace, workload, overtime, employer's treatment, health/sanitation, job tenure and salary deduction. The severity of the phenomenon must be revisited and reviewed by the authorities since any one of the variables may affect the status and the future of these young employees.

Keywords: *informal youth employment, General Santos City, employment profile, youth*

Introduction

The youth sector is the most significant aspect of nation-building thus its roles in the society is integral into its development. Despite its critical importance, the labor market situation of young people in the Philippines has not been studied either extensively or accurately, as far as the national (level) is concerned (International Labor Organization, 2013 and Canlas and Pardalis, 2009).

Full and productive employment and decent work for all is one of the targets in the first Millennium Development Goal to eradicate extreme poverty and hunger; employment is people's main route out of poverty. Under target 1B the MDGs particularly mention full employment for youth (and women) that tend to have the weakest labor market positions. As decent

work for all is considered a key driver of inclusive growth, employment with a focus on youth is a prominent topic within the post-2015 development agenda (Koehler, 2013).

In the Philippines, the government recognizes the importance of youth even as part of the labor force. There were efforts to target youth employment within the broad framework of the National Labor and Employment Plan (2011-2016), which lays out the strategic directions for labor and employment in the medium-term. Their plan recognizes the importance of youth employment promotion, and addresses issues affecting youth including unemployment among both uneducated and highly educated; the job skills mismatches; inadequate academic attainment or instruction for the working world; and the role of informal work in increasing the economy.

Since 1994, there have been four

Philippine Youth Development Overall Medium-Term Philippine Development Plans for the corresponding period. The latest Youth Development Plan ran from 2012-2016 and was developed through national and regional consultations with youth, stakeholders and duty bearers. It served as a guiding framework for interventions, programs and strategies aimed at youth development. With continual effort to help the youth for employment, few focuses only on the working students.

The status of youth employment in the Philippines was also quantified with the condition of the informal sector highlighting the contribution of the informal sector – not only its size - is quite large. The contribution of informal sector income to total household income is significant in many regions: for example, in several countries, informal sector income accounts for nearly 30 percent of total income and over 40 percent of total urban income.

The labor force participation rates of the youth have been generally stable, averaging around 57 per cent over the period 1988–2006. Both adult and youth participation rates fluctuate within a five percentage point band, and youth participation reflects the same pattern as that of adults. Understandably, school-age teenagers exhibit the lowest average participation rate of 37 per cent. The older youth groups, the 20 to 24 years old and the 25 to 30 years old, registered 67.5 per cent and 73.5 per cent participation rates respectively. This result validates theories on economic participation, which posit that labor force participation begins at a very low rate, gradually increasing unto adulthood and then declines during the latter part of a person's working life (ILO, 2013).

In 2006, working youth accounted for 36 per cent of the total number of employed in the Philippines. In recent years, there has been a general downward trend in the employment rates for both young and adult workers but youth employment rates show greater volatility across the years. There is also an apparent increase in the gap between youth and adult employment rates.

There is an overlap between working in the informal economy and being poor. Higher percentage of people working in the informal sector, relative to the formal sector, are poor. Informal workers typically lack the social protection afforded to formal paid workers, such as worker benefits and health insurance, and typically work under irregular and casual contracts. However, the precise relationship between informal employment and the intensity of poverty appears only when informal workers are disaggregated by sub-sectors of the economy, status of employment (i.e., employer, self-employed, worker), and gender.

In General Santos City, 30% of the population is the youth (PSA, 2017). Revisiting and checking the status of the informal youth employment is viable since the context of its impact is limited only to the growing city. Since most of the studies were on national scale, the advantage of specific scope is that the results were direct and reflective of the condition of the youth employment in the city. With this, the trends and implications to be found will be addressed immediately and considered solved by the local government and concern agencies.

Thus, the need to yield knowledge on the informal youth employment situation in General Santos must be conducted. This will determine the socio-demographic profile of the participants as well as the employment status, working conditions and reasons for working. Also, it culls answers to what their needs and concerns are regarding their employment.

With this, the employers can be provided a perspective on the situation involving these informal young employees for improvement on their hiring policies and work condition. Then, initiative programs can be facilitated both by local government unit, the social welfare and employment offices and employers to ensure the welfare and security of these young workers.

Materials and Methods

Research Design and Sampling Technique

The study is a qualitative research and utilized descriptive method to meet the desired outcomes. Analyzing the trends on youth employment and its entailed social phenomenon, this study focused on the workers under the informal youth employment in General Santos City.

The study used stratified sampling where subjects are selected via some characteristics either similar or related but needed to belong under a specific number or quota per category (Patton, 1990). This is suitable since the study was interested on the qualitative information to be provided by the participants. The researchers and assistants gave a Free-and-Prior Inform consent (FPIC) forms to the participants during the months of August to November 2018. Once the quota was completed, the researchers scheduled their interview for the purpose of recording. The study secured a validated semi-guided interview with the participants.

Documentary analysis was also integrated in the study to ensure reliability of the data gathered. Relative to the pertinent documents and other documentary sources were compiled and consulted. Data gathering was done between August and November 2018. To generalize and formalize

the data gathering, the researchers conducted a focus group discussion in the MSU-GSC Graduate School AVR. This was joined by two researchers, three research assistants and thirty (30) participants of the study across various informal employment sectors.

Data Analysis

In the interpretation of data, the socio-demographic profile of the participants were tallied. Their responses in the interviews and focus group discussions were assessed to describe their nature of work, working conditions and reasons for working. All results were analyzed and thematically categorized according to the possible needs and concerns of the participants.

Proper procedures in conducting research were observed. Consent from various entities and participants alike was sought to participate in the study. Similarly, confidentiality of the data was maintained while adhering to the ethical standards in the conduct of the study.

Moreover, this study secured consents from the participants as well as to use code names or coding scheme to handle and protect their names, address and workplaces with utmost confidentiality. The researchers used codes of a combination of letters and a number (1-3) of the participants based on their respective informal employment sectors. The participants from eateries/food services were coded as participant FS1, FS2 and FS3; in fishing, participants FI1, FI2 and FI3; in agrivet supplies, participants AS1, AS2 and AS3; in Educational Services, participants ES1, ES2 and ES3; in construction work, participants CW1, CW2 and CW3; in transportation, participants TR1, TR2 and TR3; in domestic help, participants DH1, DH2 and DH3; in public market/retail stores, participants PM1, PM2 and PM3, in IT Services, participants IT1, IT2 and IT3; and, in office, participants OF1, OF2 and OF3. The interpretation and findings in the study were also confirmed with other readings of literature and review and insights of other experts. To further observe research ethics, the researchers asked the permission of the participants to record, tape, note or transcribe any interview done in the duration of the study.

Above all, this study is purely academic and for purposes of research and has no intention to destroy, correct or malign the reputation of the participants, their views and the workplaces, employers and community where they belong or work.

Results and Discussion

This part presents the results of the study. The first section is focused on the socio-

demographic profile of the informal youth employees, followed by their employment profile and working conditions and the identified needs and concerns.

Socio-Demographic Profile and Nature of Employment

As shown, the preference of the various sectors based on the average age of the participants is 18. This average age is in high school level and under the care and protection of their parents and guardians. The ages of workers in service sectors like Public Market and Food Services are alarming in a sense that these sectors cover 8-10 hours of work a day. Also, other ages under the legality of a Filipino worker fell on the risky sectors such as construction (17), agrivet supplies (18) domestic help (18) and gravely serious issue in fishing (15).

Unfortunately, there were jobs that are specific and bias only to the sex (male and female). The result reveals that there is still stereotyping on the gender particularly on employment. This is still a trend in the global arena. It is somehow expected to worsen in the status of the informal youth employment (ILO, 2018). Some employers preferred a specific sex to hire on their sector. As observed, males are preferred in construction work, transportation and fishing for these sectors require physical strength, resistance and agility to survive. Females were highly preferred as salesclerks and vendors, service crews and dishwashers, babysitters/nannies because of the ability of women to be sensitive in the needs of others as well as being neat, orderly and friendly.

Most of the participants in General Santos City are Cebuanos by affinity. This is because it is the dominant tribe in the locale. But there are also representatives of the other tribes like Maguindanaon, Ilonggo and Ilocano and those mixed with other minorities (i.e. Blaan and Subanen). Based on the results, there is no relative explanation that Cebuanos get the job easily than non-Cebuano. What it proves is that they are the dominant tribe in a locale who get the large partition of employment.

The educational status of the informal youth employees in General Santos City is schooling in high school to college level. This further details that they have no plans to go to college. Rather, they are contented with their simple, low-paying jobs. Furthermore, 18 (60%) of the participants are actually working students and all were enrolled in a public schools and state universities. Moreover, five of the sectors may not generally require or consider any academic requirements or aptitude prerequisites to do the job, rather the work is done through basic skills honed at home. For example, the cooking, cleaning and babysitting do not require units in psychology or

Table 1. Socio-Demographic Profile

SECTOR	AVE. AGE*	SEX		TRIBE			EDUCATIONAL BACKGROUND	
		Male	Female	Cebuano	Half Cebuano	Others	Elem. to HS	College
Eateries / Food Services	15	0	3	2	1	0	3	0
Fishing	16	3	0	2	1	0	3	0
Agrivet Supplies	18	1	2	1	1	1	1	2
Educational Services	20	2	1	0	2	1	0	3
Construction	17	3	0	1	2	0	1	2
Transportation / PUV	21	3	0	2	0	1	3	0
Domestic Help	18	0	3	2	1	0	3	0
Public Market / Retail Stores	15	0	3	2	0	1	3	0
IT Services	21	2	1	0	3	0	0	3
Office	20	1	2	2	0	1	0	3
	18	15	15	14	11	5	17	13

*age/years old

child rearing programs as well as the physical effort in construction work and fishing. Furthermore, sectors that require an academic knowledge and skills like being a tutor or computer shop attendant prefer students with college level education.

Next is the nature of employment of the participants. The informal youth employees are all on contractual employment status and others are project-based and performance-based. This part also presents their mode of work, mode of payment, hours of work per day, day-off/weekends, wage (daily basis), estimated monthly income, payment per hour and the length of service.

The construction work, transportation, fishing, IT services and domestic help are the most compromised sectors in General Santos City. The fact that they work daily/stay-in, these sectors have no day-off or any optional privileges. Also, these four sectors demand large amount of time because the employees have to render 10-16 hours (excluding overtime).

In terms of wage, the construction work, IT services, agrivet supplies and educational services pay reasonably higher than the other sectors. These sectors require basic skills that should be relevant. For example, physical ability and strength for construction work and fishing; speaking communication and persuasion skills for agrivet supplies, Internet and computer literacy and troubleshooting for IT services, and basic knowledge on academics (mathematics, science,

language) for educational or tutorial services. On the other hand, the pay for eateries and retail stores are low because these are considered not fully established and contained a fixed workplace (i.e. house, store) thus it will be convenient for the proprietor to crosscut wages.

The payment per hour is considered to be the compensation to the service rendered by any employee. It is alarming to see that the eateries/food services and domestic help offer only P6.00 per hour while public market/ retail stores pay P8.00. These sectors though low-paying, offer inclusive privileges to the workers like meals, sleeping quarters, and occasionally advanced payment. Meanwhile, the highest paying sectors are educational services and office. This reveals that the higher the educational achievement, the higher the pay.

In the length of service per employment, this reflects how the workers are able to endure and survive their jobs. Based on the table, the maximum time duration of their employment is 5 years and can be erratic from 3 months to 2 years. Most of the time the security of tenure is not provided hence subjects the employees on contractual and/or casual bases. The participants can work for a short period of time and can only stay for years if they get high morale from their jobs. In some cases, the data reveals that they prefer a good pay over the risks of their job.

Working Conditions

Working condition refers to the work

Table 2. Nature of Employment

Sector	Mode of Work	Mode of Payment	Hrs. of Work/Day*	Day Off/Weekends	Wage (Daily Basis)**	Estimated Monthly**	Payment / Hour	Length of Service ***
Office	Flexible	Monthly	3	Optional	104	3,000	35 / hr	9.33
Agrivet Supplies	Daily	Daily	8	With	166	5,000	21 / hr	25.67
Market/Retail Stores	Daily	Monthly	8	Without	67	2,000	8 / hr	24
Construction Work	Daily	Daily	11	Optional	248	7,500	23 / hr	13
Transportation	Daily	Monthly	10	Optional	129	3,900	13 / hr	10.33
Educational Services	Flexible	Monthly	3	Optional	158	4,800	53 / hr	13.33
Eateries/Food Services	Daily	Monthly	8	With	48	1,500	6 / hr	3.33
Fishing	Daily	Daily	10	Without	150	4,500	15 / hr	60
IT Services	Daily	Monthly	10	Without	215	6,500	21.5 / hr	24
Domestic Help	Stay-in	Monthly	16	Optional	92	2,800	6 / hr	12

*Average Hours of Work per Day/Quota

**On Philippine Peso

***By month/s

environment and practices brought by the nature of their work/employment. In this, the participants described their respective places and their observations to their employers, treatment and situation. The following themes were drawn out from the answers and discussions of the participants:

Flexible and with Multiple Jobs [raketars]

All informal youth employees are flexible in terms of job opportunities. The term “raketars” refers to the workers who accept and adapt any job for a specific income. The young workers tend to maximize the money they can earn from the time and opportunity given. These young employees either work for one day or part-time in a specific job while they have their regular jobs. Most of the one-day jobs that they are into are: watcher during elections, umpire in sports, dance instructor, assistant of a photographer or as babysitter. There are also cases when those who focus in studies are hired as part-time tutors, nannies/houseboys, gardeners, online teachers, and student assistants.

Risky and Dangerous

The workplaces of most employees are in risky situation and even close to danger. Based on the interviews with the participants, the employees in the fishing and construction work encounter high risk because of the nature of their work. In fishing, there are those who drowned and been sick for days. In construction work, the employees had

accidents and injuries from the collapsible frames and misuse of equipment. The risk in their jobs are not only confined with the workplace but even on their travel hazards to workplace and the danger of working late nights.

Humid and Dirty

Discomfort in a workplace is found deemed in the public market/retail stores, transportation and eateries/food services as compared to those who worked in offices and residential facilities. For example, in the public markets, the participants remarked that they need to work in a disorderly and dirty environment.

Proximate

The workplaces of the participants are actually proximate (or closer to their houses). This is common to all participants because one consideration they made before applying for the work is the travelling and food expenses. Primarily, employees of the seven out of ten sectors were actually working near their houses or schools. Participants from construction work, agrivet supplies and fishing travel to their workplace which is near the employer’s house and the neighborhood.

Recommended by a Family Member/Friend

It is interesting to note that 80% of the participants shared that they were recommended by a family member or a friend for their present

informal jobs. Common recommenders are neighbors and distant relatives. For instance, the participants from the office and educational services are either recommended by their teachers or family. Those who work in fishing, construction work, eateries/food services and domestic help were hired because of the referral of either their father or mother.

Reasons for Working

Globally, half of the labour force is working and producing in the informal economy. This work is often characterized by low pay, erratic hours, uncertain employment status and hazardous working conditions. A high proportion of these workers are young men and women, with evidence from twenty countries showing that more than three quarters of young workers aged 15-29 are engaged in informal employment (Decent Jobs for Youth, 2018). The participants of the study pointed out in the interviews their primary (and secondary) reasons for working and are classified in the following:

To Help the Family and Not be a Burden to Them

The most common reason is to help their family and not be a burden. At a young age, the employees perceive the value of working for the family. They have a clear picture that once they are capable of work, they will have the chance to help. There are accounts that the young workers tend to sacrifice themselves to provide the needs and survive poverty on a day-to-day basis.

To Support the Family Needs

Fifty percent (50%) of the participants already take the role of being the parent to their own family at a young age. These workers become the instant 'breadwinners' and have the responsibility to support the family needs especially on food and medicine. There are also participants who take over the role of a parent/provider because the parents are sick/incapacitated or earn only enough for a small family. Similarly, these young workers share the role of being a breadwinner together with their siblings. As part of the Filipino culture, this particular scenario happens when the children see an opportunity to help, they will.

To Provide for Their Personal Needs and Have Additional Allowance

The young workers opt to earn to provide for their needs and allowance. Their responses show that they are working so that they don't have to ask their parents for personal necessities and allowances. These young workers take the opportunity to work because most of their parents/

guardians can only provide the basic needs (food, shelter, clothing) but not their other needs like cellphones, cosmetics and mobile data.

To Gain Skills and Experience

Other young workers consider working despite of their age because they want to gain skills and experience. The participants deem that a work experience and trainings are a plus or a prerequisite to apply for formal jobs. Most of the participants take it seriously since they project that they will use the learning they have for their future jobs.

Concerns and Needs

In this part, concerns are hereby defined as work – related issues or problems that may cause worry or apprehension primarily on the part of the employees. Every category of concern is herein referred to as an item. Solutions to these needs have to be determined by the employees themselves in order to address them and eventually be given appropriate action or attention from the employers and concerned authorities.

The young employees in informal sector shared their concerns and needs. There were classified into 11 points: compensation, social services benefits, incentives, facilities/equipment, secured workplace, workload, overtime, employer's treatment, health/sanitation, job tenure and salary deduction.

As pointed out earlier, no matter what nature of wage-oriented work an individual may render, compensation was proven in this study to be the paramount concern of all participants ranging from as young as 15 years old up to 23. They have raised issues concerning compensation, thus two sorts have been observed: 1) less compensation versus the magnitude of labor being rendered and 2) staggered payment of wages. On the other hand, significantly evident from the participants was their awareness as clearly illustrated on the tables regarding the social services benefits such as the SSS, PhilHealth, insurances, and the like which they yearned to be entitled for, or at least be given them by their respective employers who were financially capable enough "as out of good will."

Nevertheless, their actual work status that is categorized as informal employment which is neither taxed nor monitored, would pin down their aspiration to be equitably compensated from their labor and/or benefitted from the aforesaid social services. Hence, concerns vis-a-vis their respective work were deemed necessary for us to identify those gray matters in relation to their employment, so that appropriate actions both from the authorities and employers may be solicited. To brighter their actual employment, perceived needs

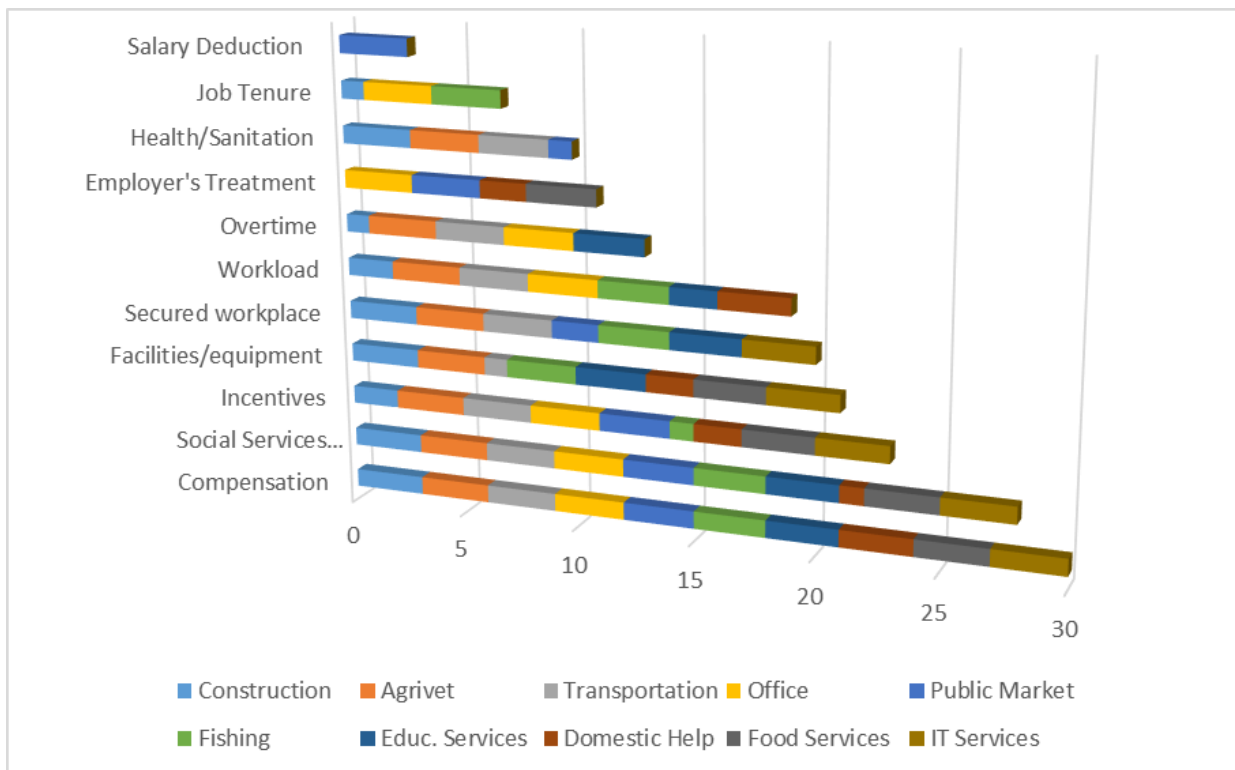


Figure 1. Identified concerns by the participants.

are determined by the participants themselves to resolve their identified concerns.

Furthermore, participants have identified 11 concerns which were essentially issues or problems usually dealt with them that were inherent to their respective nature of work/employment. These concerns were analysed and synthesized so that an appropriate policy is recommended.

Conclusions and Perspectives

The major problem today is the lack of employment opportunities for young people. According to the ILO, the majority of youth employed work in the informal economy (Global Employment Trends for Youth 2017). Also, in this study, 30 representatives in General Santos had shared their own experiences and realities to reveal the condition, concerns and needs of the informal youth employment.

The severity of the phenomenon must be revisited and reviewed by the authorities for any variable may affect the status and the future of these young employees or workers. In the global arena, working in the informal employment shows that the youth is abused and shortchanged by either harsh and flexible working conditions and less remuneration. Furthermore, concerns and needs were drawn out to address the problems of the youth sector. This includes issues on

compensation, social services benefits, incentives, facilities and equipment, secured workplace, workload, overtime, employer's treatment, health/sanitation, job tenure and salary deduction.

Since the study is limited geographically and demographically, the use of qualitative research highlights the cases of the participants as common narratives of the many. Ultimately, issues and problems were discussed and considered in this paper through their identified concerns. The researchers noted that the participants have their own set of ideas and aspirations in a struggle to put into balance the effects of those concerns into their respective employment by setting up certain needs as response to the perceived problems surrounding their work status. Given the veracity and the impact that the results could offer, there should be more studies on informal youth employment specifically in other locales or in the regional and/or national landscapes as well as looking into the sectors' earning structures, mechanisms under macroeconomic and microeconomic industries, informal to formal employment shift and unemployment trends.

As the youth is called to be the hope of our nation; certain realities and challenges counter them to be in their full potential as they engage in informal employment. If the government can formalize their employment then these young employees will be protected by law, appropriated with benefits and be entitled to rights and

Table 3. Observations, Gaps and Policy Recommendations

Observation	Gap	Policy Recommendations
The participants want a justifiable increase in their wages, an equitable pay for overtime and a transparency in determining of salary deduction.	There are no set of standards and guidelines in terms of wage and rate of work per hour.	The Local Government Unit of General Santos in partnership with City Social Welfare and Development Office, Public Employment Service Office and respective barangays and their Sangguniang Kabataan should strengthen its program in youth employment through:
The participants expect to be given any of these social services benefits, mainly from the SSS and PhilHealth.	These are no rules or stipulations required of employers before they hire a minor/young employee.	<ol style="list-style-type: none"> 1. crafting ordinances and action plans that would protect them against abuse, overwork, underpayment and issues concerning salary deduction and employer’s maltreatment; 2. making a formalized set of requirements for the employers to comply and follow before hiring any young/minor employee;
The participants want fair treatment from their employers as well as kindness, or at the very least human consideration of their capabilities and limitations.	There is no set of guidelines and standards in terms of computation wage and rate of work per hour.	<ol style="list-style-type: none"> 3. providing and creating seminars, trainings, programs and formalized job fairs to facilitate those who have been into informal youth employment; 4. developing and setting a unit/help desk with a scheme to monitor the youth in formal and informal employment.
The participants demand for a security of employment.	There is no contract that would protect the employees’ tenure.	<p>In conformity with the guidelines set by the Local Government Unit of General Santos, City Social Welfare and Development Office and Public Employment Service Office, the respective barangays should:</p> <ol style="list-style-type: none"> 1. create a list of the young/minor employees hired; 2. require a contract duly signed and accomplished by the concerned parties and notarized by a lawyer.
The participants urge their employers to provide healthy, safe, comfortable and convenient workplace/s as well as demand uniforms and protective gears (when necessary).	There is no set of guidelines that the employers are subject to so that their home/store/office are suitable and safe for the job.	<p>With the guidelines crafted by the Local Government Unit of General Santos, City Social Welfare and Development Office and Public Employment Service Office, respective barangays and their Sangguniang Kabataan should:</p> <ol style="list-style-type: none"> 1. check, monitor and evaluate the workplace/s and working conditions of the young/minor employees; 2. require from the employees that there are clear rules in terms of provision of the uniforms and safety gears of the young/minor employees.

privileges. For, after all, the youth should be protected and upheld to alleviate the status of our society.

Acknowledgments

The authors are thankful to the MSU General Santos through the Office of the Vice Chancellor for Research and Extension headed by Dr. Edna P. Oconer for her supervision. The authors also appreciate the support of the English and History departments and the love from their

families and friends. Furthermore, the authors extend their gratitude to numerous editors and reviewers who helped revise this study.

References

Acemoglu, D. (2001). Good jobs vs. bad jobs. *Journal of Labor Economics*, 9 (1), pp. 1-21.

Asian Development Bank (ADB). (2012). *Asian development outlook 2012 supplement: Sluggish global economy weighs on asia’s growth*. <http://>

Autor, D. (2010). *The polarization of job opportunities in the US labor market: implications for employment and earnings*. Center for American Progress, Hamilton Project.

Baldwin-Edwards, M. (2011). *Labour immigration and labour markers in the GCC countries: National patterns and trends*. LSE Kuwait Programme on Development.

Bargain, O. & Kwenda, P. (2011). Earnings structures, informal employment, and self-employment: New evidence from Brazil, Mexico and South Africa. In *Review of Income and Wealth*, Series 57, Special Issue, May, pp. 100–122.

Barrow, L. & Davis, J. (2012). *The upside of down: Postsecondary enrollment in the great recession*. Federal Reserve Bank of Chicago.

Canlas, M.E. & Pardalis, M.C. (2009). Youth employment in the Philippines. *ILO:Asia Pacific Working Paper Series 2006-2015*

Cazes, S., Verick, S., & Al Hussami, F. (2011). Diverging patterns in US and European unemployment dynamics, evidence from Okun's law, the great recession and longer-term trends. Employment Sector. *Employment Working Paper No. 106*. International Labour Office

Chen, Martha. (2003). *Women in the informal sector: A global picture, the global movement*. Kennedy School of Government WIEGO

De Vreyer, P., & Roubaud, F. (eds). (2013). *Urban labour markets in sub-Saharan Africa*. Africa Development Forum Series. World Bank

Economic Commission for Latin America and the Caribbean (ECLAC). (2012). *Macroeconomic report on Latin America and the Caribbean*. United Nations Publication

Elder, S. (2009). *ILO school-to-work transition survey: A methodological guide (Geneva, ILO)*. An updated version. www.ilo.org/w4y.

Galor, O.; Zeira, J. (1993). Income distribution and macroeconomics. In *The Review of Economic Studies* (Vol. 60, No. 1, pp. 35–52).

Gërkhani, K. (2004). The informal sector in developed and less developed countries: a literature survey. In *Public Choice* (120, pp. 267–

300).

Grimm, M., Kruger, J., & Lay, J. (2011). Barriers to entry and returns to capital in informal activities: evidence from sub-Saharan Africa. In *Review of Income and Wealth* (Vol. 57, No. 05, pp. S27–S53).

Henley, A., Arabsheibani, G.R., & Carneiro, F.G. (2006). On defining and measuring the informal sector. *World Bank Policy Research Working Paper 3866*. World Bank

Herman, A. M. (2000). *Report on the youth labor force*. US Department of Labor Force.

ILO (2013). *Global employment trends—recovering from a second jobs dip*. International Labour Office.

Koehler, H. (2013). *Post-2015 Global Agenda: Employment and perspectives for the youth*. High-level panel working papers series.

McMillan, M.S., & Rodrik, D. (2011). Globalization, structural change and productivity growth. In M. Bacchetta & M. Jansen (Eds): *Making globalization socially sustainable*. World Trade Organization and International Labour Office

Mehrotra, S., Gandhi, A., Sahoo, B., & Saha, P. (2012). Creating employment in the twelfth five-year plan. In *Economic and Political Weekly* (Vol. 47, No. 19, pp. 63–73).

O'Higgins, Niall. (2003). *Trends in youth labor markets: Developing and transition countries*. World Bank: Youth Employment Workshop

Pasquier-Doumer, L. (2013). Intergenerational transmission of self-employed status in the informal sector: A constrained choice or better income prospects? Evidence from seven West African countries. *Journal of African Economies*, 22 (1), pp. 73–111.

Patache, Laura. (2015). *Trends in youth employment: Romania case of study*. EcoForum

Pieters, Janneke (2013). *Youth employment in developing countries*. European Commission – Development and Cooperation – EuropeAid.

Rangarajan, C., Kaul, P.I., & Seema. (2011). Where is the missing labour force?. In *Economic and Political Weekly* (Vol. 46, No. 39, special article).

Roxburgh, C., Dörr N., Leke, A., Tazi-Riffi, A., Van Wamelen, A., Lund, S., Chironga, M., Alatovik, T., Atkins, C., Terfous, N. & Zeino-Mahmalat, T. (2010). *Lions on the move: the progress and potential of African economies*. McKinsey Global Institute.

Shimer, R. (2012). Reassessing the ins and outs of unemployment. In *Review of Economic Dynamics* (Vol. 15, No. 2, pp. 127–148).

Sy, Maria Criselda (2013). *Youth employment in the Philippines*. Department of Labor and Employment: Bureau of Local Employment.

Timmer, M.P. & de Vries, G.J. (2009). Structural change and growth accelerations in Asia and Latin America: A new sectoral data set. *Cliometrica*, 3, pp. 165–190.

Tonin, M. (2013). Informality. In S. Cazes & S. Verick (Eds): *Perspectives on labour economics for development* (Geneva, ILO), pp. 63–88.

UNICEF (2015). *Understanding child labor and youth employment outcomes in the Philippines*. UNICEF