

Citi Foundation



# ACCELERATING PATHWAYS

YOUTH ECONOMIC  
STRATEGY INDEX 2015

A Decision Maker's Tool for Advancing  
Young People's Opportunities in Cities

BASED ON RESEARCH  
AND ANALYSIS BY:

The  
Economist

Intelligence  
Unit



# Accelerating Pathways

Roughly 16 percent of the world's population today is between the ages of 15-24. These young people are moving to cities at record rates and are optimistic and ambitious.

How can cities around the world work effectively and aggressively to harness the power of this group to drive sustainable economic growth? The significance of that challenge cannot be overstated, and it can be met only if we understand what these young people desire, expect and contribute within their communities. That is why the Citi Foundation commissioned Accelerating Pathways, a research initiative led by The Economist Intelligence Unit that uses a unique index methodology and survey of 5,000 youth to examine how 35 cities around the world are supporting the young people who live there. The initiative also provides insights from young people about what they hope to accomplish and the support they hope to receive as they pursue their dreams.

This research complements the Citi Foundation's *Pathways to Progress* initiative, designed to prepare young people for employment and support them to build the confidence, entrepreneurial mindset and professional connections needed to succeed in any industry or sector. Through entrepreneurship training, mentorship, leadership development, and a first job, we are working with leading community organizations around the world to help young men and women find their footing on the path to academic and career success.

We welcome this opportunity to deepen the discussion with our peers about how programs and policies can best support our young people—the future of our workforce, the future of our economies, the future of our cities.

I hope that these pages inform your work and accelerate the paths to youth economic opportunity you continue to pave.

Brandee McHale  
President, Citi Foundation

Citi Foundation



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## About this report

The Youth Economic Strategy (YES) Index is part of a Citi Foundation initiative that aims to inspire policymakers, the private sector and key stakeholders to improve opportunities for youth aged 13 to 25. The YES index, which was commissioned by the Citi Foundation and created by The Economist Intelligence Unit, evaluates the economic environment for youth in 35 cities across the world by measuring the drivers and enablers which promote youth economic opportunities- that is, the prospect that a young person can improve his/her economic situation. The index is based on 31 indicators, both quantitative and qualitative and mostly city-based, and offers a robust and comprehensive look at youth-focused policies around the world. The research was conducted between January 2015 and May 2015.

## About the Citi Foundation

The Citi Foundation works to promote economic progress and improve the lives of people in low-income communities around the world. We invest in efforts that increase financial inclusion, catalyze job opportunities for youth, and reimagine approaches to building economically vibrant cities. The Citi Foundation's "More than Philanthropy" approach leverages the enormous expertise of Citi and its people to fulfill our mission and drive thought leadership and innovation. For more information, visit [www.citifoundation.com](http://www.citifoundation.com).

## About The Economist Intelligence Unit

The Economist Intelligence Unit (EIU) is the research arm of The Economist Group, publisher of The Economist. As the world's leading provider of country intelligence, it helps governments, institutions and businesses by providing timely, reliable and impartial analysis of economic and development strategies. Through its public policy practice, The EIU provides evidence-based research for policymakers and stakeholders seeking measureable outcomes in fields ranging from gender and finance to energy and technology. It conducts research through interviews, regulatory analysis, quantitative modelling and forecasting and displays the results via interactive data visualisation tools. Through a global network of more than 350 analysts and contributors, The EIU continuously assesses and forecasts political, economic and business conditions in more than 200 countries. For more information, visit [www.eiu.com](http://www.eiu.com).

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## Advisory panel

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# Index categories and indicators

Detailed information about the methodology and indicators can be found in the Appendix. The four categories and 31 indicators comprising the YES index are as follows<sup>2</sup>:

## 1) GOVERNMENT SUPPORT AND INSTITUTIONAL FRAMEWORK FOR YOUTH

- 1.1) Local government (city) strategy on youth economic opportunities
- 1.2) Local government (city) support for youth
- 1.3) Local government (city) data collection and evaluation of youth programmes
- 1.4) Presence and effectiveness of youth networks
- 1.5) Corruption \*
- 1.6) Government effectiveness

## 2) EMPLOYMENT AND ENTREPRENEURSHIP

- 2.1) City real GDP growth rate
- 2.2) Cost of living
- 2.3) Employment growth
- 2.4) Quality of employment opportunities for youth
- 2.5) Quality of industrial relations
- 2.6) Cluster development \*
- 2.7) Ease of opening a new business \*
- 2.8) Legal and regulatory environment for business
- 2.9) Quality of infrastructure
- 2.10) Depth of financing
- 2.11) Access to technology
- 2.12) Entrepreneurship education \*

## 3) EDUCATION AND TRAINING

- 3.1) Access to financing for tertiary education
- 3.2) Quality of education \*
- 3.3) Private-sector involvement in training \*
- 3.4) Early childhood development programmes \*

## 4) HUMAN AND SOCIAL CAPITAL

- 4.1) Quality of healthcare
- 4.2) Safety
- 4.3) Income inequality \*
- 4.4) Gender inequality \*
- 4.5) Youth optimism about their economic future
- 4.6) Youth civic engagement
- 4.7) Migration
- 4.8) Adolescent fertility rate \*
- 4.9) Availability of parks, sports and cultural activities for youth

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<sup>2</sup>The indicators marked with an asterisk (\*) are national level ones. The rest are city level indicators.

# Executive summary

The Youth Economic Strategy (YES) Index seeks to provide policymakers, business leaders and other stakeholders with comprehensive and comparative data on the economic situation of youth in the 35 cities it covers. The index aims to inspire policymakers, the private sector and civil society to improve opportunities for youth aged 13 to 25. Are cities providing the enabling environment that supports the economic aspirations of youth? Are they making the proper investments and policy decisions to support youth and enable them to reap youth-driven dividends in the future? These are some of the questions the index seeks to answer.

Toronto comes first overall in the index, but many cities are clustered near the top. This reflects the wider phenomenon that most urban areas, including those with low overall scores, have some strengths. What sets the leaders apart is consistency across all areas of the index—an acknowledgement that improving opportunities for youth requires a multi-faceted approach, not a narrow set of policies.

The index assesses policies and conditions for youth across four domains: Government Support and Institutional Framework for Youth; Employment and Entrepreneurship; Education and Training; and Human and Social Capital. As a starting point, the index assembles and analyses existing data on the environment for youth in this key group of cities, but it also introduces newly created indicators, such as “Local government support for youth” and “Presence and effectiveness of youth networks”. The index also includes, for the first time, the results of a new survey of youth attitudes in these urban areas. Surprisingly, the cities that rank at the top of the index are not necessarily home to the most optimistic young people. At the same time, cities that are growing the fastest economically have the highest levels of optimism, which is no surprise at all—fast-growing cities create the jobs and opportunities that motivate young people.

The index also reveals that money matters more than

geography when examining the youth economic environment as a whole. Despite some index indicators showing a strong regional influence on scores, the GDP per capita of cities has a much greater effect in statistical terms, explaining a variation of about 84% between cities. The link is tightest in the areas of Education and Training, and Human and Social Capital.

Policy nevertheless makes a difference in shaping the overall youth economic environment. This may be harder to see in the data, as all too often economically struggling cities do not adopt even the policies that they can afford. Yet certain cities, most notably Toronto and Johannesburg, do far better than might be expected based on their GDP per capita alone. These cities have in common strong scores in the policy field. Examples of initiatives from these cities and other leaders suggest that inventiveness and willingness to work with a range of stakeholders are important elements of success.

A large proportion of youth from the 35 cities covered are optimistic and open to starting or running their own firms. Most cities are able to provide certain key requirements, such as access to financing and technology. Wealthier cities, however, have better scores overall on those index indicators that deal most closely with entrepreneurship. These have a large policy element, suggesting that this is one area on which cities with lower GDP per capita might focus in particular to improve the economic environment for young people.

Targeted youth policies and engaged stakeholders, operating together, can do the most to help cities tap into the aspirations of youth, which can yield benefits for the wider population. Failing to do so could come at more than a purely economic cost. High levels of youth optimism in emerging-market cities hold both promise and danger. Youth in the developing world are ready to build the future, but if conditions were to prevent this, then disillusionment could quickly turn hope into resentment.



# Introduction

Cities are increasingly where people choose to live. According to the UN Population Division, 54% of all people inhabit urban areas. By 2030, it expects that figure to have increased to 60%.

Besides urbanisation, the other major demographic phenomenon of the early 21st century is population ageing, but how these two trends intersect is far from straightforward. Although the world's share of older people is growing, in absolute terms the number of young people continues to rise: between now and 2030, the UN's median estimate is for an increase of more than 100m in the global population of those between the ages of 15 to 24 years old. Much of this will occur in developing countries—notably India and many nations in Africa and the Middle East—which are experiencing a pronounced youth bulge.

These same regions are also experiencing rapid urbanisation, driven at least in part by young people. Although trends differ from country to country, urban populations tend to have a larger share of youth than national ones, and migration to cities is mainly an activity of the young in search of opportunity. In some African countries, for example, more than nine out of ten of such migrants are people under 35 looking for work.<sup>3</sup> More broadly, in a youth survey conducted as part of this research by The Economist Intelligence Unit (EIU)—with 5,250 respondents aged 18 to 25 from 35 urban areas—47% of respondents said they had moved to their current city in the last five years in search of work, education or a better life. Of these, one in ten had changed country. Many will have simply switched from one urban area to another, but among the high numbers of migrants are doubtless a substantial number who came from rural locations.

Whether recent migrants or residents since birth, how cities address the needs of youth will do much to define the latter's opportunities—and social role—in the coming decades. Especially given the economic pull of urban areas, one of the most pressing needs is employment. In the countries with cities represented in this study, unemployment of those aged 15 to 24 was on average 3.4 times higher than for society as a whole; in three South-east Asian states it was more than six times higher. In no index country did the ratio drop below two and, as discussions of individual cities later in this report show, skills mismatches or outright skills shortages are common, from the least to the most economically developed urban areas.

Although the transition from childhood and education to work is inevitably challenging, high rates of unemployment are not simply a “phase” that young people experience without consequence. A lack of work can have important and lasting negative effects, including an ongoing and higher probability of unemployment as well as lower average wages and even poorer mental health later in life.<sup>4</sup> Providing young people with the opportunity to work is therefore important for the future as well as for the present.

What cities are able to offer in this field—especially adaptable, transferable ideas that can be implemented almost anywhere—is therefore a matter of pressing policy interest. Nevertheless, comprehensive, comparative research on youth engagement strategies in cities is lacking. The Economist Intelligence Unit's Youth Economic Strategy (YES) Index, commissioned by the Citi Foundation and published here for the first time,

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<sup>3</sup>Richard Mabala, “Youth and ‘the hood’—livelihoods and neighbourhoods”, *Environment & Urbanization*, 2011.

<sup>4</sup>See, for example, David Bell and David Blanchflower, “Young people and the Great Recession,” *Oxford Review of Economic Policy*, 2011; Mattias Strandh et al, “Unemployment and mental health scarring during the life course,” *The European Journal of Public Health*, 2014.

is an effort to fill this void. It seeks to evaluate, in a transparent and objective way, the economic environment for young people—roughly those aged 13 to 25—in 35 global cities chosen for their national, regional and global economic importance. To do so, the index draws on 31 separate indicators—from city GDP growth and local government policy to levels of youth engagement and even available parkland for recreation—to develop a wide perspective. Each of these indicators is scored individually, and the results are then aggregated in one of four index domains: Government Support and Institutional Framework for Youth; Employment and Entrepreneurship; Education and Training; and Human and Social Capital. The category results are then combined into an overall city score. A detailed methodology is provided at the back of this report. To supplement the data in the index, and to give

it greater context, this study also provides 35 city summaries briefly sketching the challenges around youth employment in the locations covered, as well as the extent of government policy to address them.

The goal of this report is to spark a conversation between municipal officials, business leaders and community networks—including youth themselves—about what works, what does not, and what might be done differently to leverage the power of youth in cities. The value of this research is largely in the detail and the analysis it provides for those engaged in this discussion. However, the index also yields several high-level findings, elaborated in the next section.

# Key findings



**Figure 1: OVERALL YES INDEX SCORE**

Rank		Score	Rank		Score
1	Toronto	77.4	19	Moscow	61.1
2	New York	76.6	20	Shanghai	60.4
3	Chicago	76.3	21	Johannesburg	60.1
4	Singapore	76.2	22	Sao Paulo	57.7
5	Hong Kong	74.8	23	Manila	56.5
6	Washington DC	74.7	24	Panama City	56.3
7	Los Angeles	74.2	25	Delhi	55.8
8	London	74.0	26	Istanbul	55.6
9	Sydney	71.9	27	Buenos Aires	55.0
10	Miami	70.5	=28	Mexico City	54.1
11	Taipei	70.4	=28	Mumbai	54.1
12	Madrid	69.8	30	Lima	53.1
13	Seoul	66.0	31	Bangkok	51.6
14	Dubai	65.7	32	Bogota	50.4
15	Tel Aviv	62.8	33	Jakarta	48.7
16	Warsaw	62.1	34	Casablanca	48.2
17	Beijing	61.6	35	Lagos	42.5
18	Kuala Lumpur	61.4		Average of the 35 Cities	62.5

Note: Normalised scores 0-100, where 100 = most favourable conditions;  
 = before the rank indicates a tie in rank with another geography.

**Figure 2: DOMAIN SCORES**



**1) Government Support and Institutional Framework for Youth**

Rank		Score
1	London	91.5
2	Toronto	90.0
3	New York	83.9
4	Chicago	81.9
5	Los Angeles	79.8
6	Hong Kong	78.3
=7	Singapore	78.2
=7	Washington DC	78.2
9	Madrid	76.3
10	Johannesburg	75.1
11	Taipei	73.1
12	Buenos Aires	68.3
13	Sydney	67.6
14	Manila	65.5
15	Seoul	64.6
16	Istanbul	64.4
17	Mexico City	64.3
18	Dubai	62.1
=19	Miami	60.9
=19	Sao Paulo	60.9
21	Warsaw	58.2
22	Panama City	58.0
23	Moscow	57.6
24	Shanghai	55.2
25	Casablanca	54.7
26	Tel Aviv	51.3
27	Beijing	50.3
28	Bogota	49.2
29	Lima	47.6
30	Delhi	45.8
31	Mumbai	41.8
32	Kuala Lumpur	40.6
33	Jakarta	40.4
34	Lagos	35.1
35	Bangkok	30.9
	Average of the 35 cities above	62.3

**2) Employment and Entrepreneurship**

Rank		Score
1	Singapore	74.9
2	Toronto	72.1
3	Hong Kong	70.2
4	Miami	69.9
5	Chicago	69.6
6	Taipei	69.4
7	New York	69.1
8	Beijing	69.0
9	Kuala Lumpur	68.9
10	London	68.5
11	Sydney	66.4
12	Dubai	65.9
13	Washington DC	65.3
14	Los Angeles	65.2
15	Shanghai	64.8
16	Tel Aviv	63.4
17	Seoul	60.3
=18	Delhi	60.0
=18	Madrid	60.0
20	Warsaw	59.2
21	Mumbai	57.5
22	Lima	57.0
23	Istanbul	54.9
24	Bangkok	54.1
25	Mexico City	53.8
26	Johannesburg	52.9
27	Panama City	52.7
28	Manila	52.4
29	Casablanca	51.5
30	Bogota	48.9
31	Lagos	48.8
=32	Moscow	48.6
=32	Sao Paulo	48.6
34	Jakarta	47.1
35	Buenos Aires	41.7
	Average of the 35 cities above	60.1

ADVANCED (70.1-100)

PROGRESSING (50.1-70)

EMERGING (30.1-50)

NASCENT (0-30)

## 3) Education and Training

Rank		Score
1	Hong Kong	85.9
=2	Chicago	84.0
=2	Los Angeles	84.0
=2	Miami	84.0
=2	New York	84.0
=2	Washington DC	84.0
7	Singapore	83.2
8	Sydney	83.0
9	Madrid	76.9
10	Moscow	76.1
11	Toronto	75.4
12	Taipei	75.2
13	Seoul	73.5
14	Kuala Lumpur	72.6
15	Dubai	71.9
16	Tel Aviv	70.5
17	Warsaw	70.2
18	London	68.1
19	Sao Paulo	64.0
=20	Delhi	62.1
=20	Mumbai	62.1
22	Panama City	61.2
=23	Beijing	58.2
=23	Shanghai	58.2
25	Bangkok	56.0
26	Johannesburg	55.7
27	Mexico City	54.0
=28	Buenos Aires	52.8
=28	Jakarta	52.8
30	Bogota	52.6
31	Istanbul	52.1
32	Lima	51.3
33	Manila	48.7
34	Lagos	41.9
35	Casablanca	36.1
	Average of the 35 cities above	66.4

## 4) Human and Social Capital

Rank		Score
1	Toronto	72.1
2	Washington DC	71.3
3	Sydney	70.5
=4	Chicago	69.6
=4	New York	69.6
6	Beijing	68.8
7	Singapore	68.7
8	London	67.9
9	Los Angeles	67.7
10	Miami	67.1
=11	Madrid	66.0
=11	Tel Aviv	66.0
=13	Bangkok	65.5
=13	Seoul	65.5
15	Hong Kong	64.6
16	Taipei	64.1
17	Shanghai	63.5
18	Kuala Lumpur	63.4
19	Dubai	62.8
20	Moscow	62.1
21	Warsaw	60.9
22	Manila	59.2
23	Sao Paulo	57.3
24	Buenos Aires	57.0
=25	Johannesburg	56.5
=25	Lima	56.5
27	Delhi	55.3
28	Mumbai	55.0
29	Jakarta	54.5
30	Panama City	53.4
31	Bogota	50.8
32	Istanbul	50.7
33	Casablanca	50.4
=34	Lagos	44.2
=34	Mexico City	44.2
	Average of the 35 cities above	61.2

Note: Normalised scores 0-100, where 100 = most favourable conditions;  
 = before the rank indicates a tie in rank with another geography.

## • Toronto ranks first in the YES index but many cities also come close

For centuries young people, especially immigrants, have been lured to cities where the streets were supposedly “paved with gold”, only to be disappointed. Modern research can do little to improve on the warning that success is rarely easy but, as the YES index shows, some cities are better than others at creating an environment that is supportive of youth economic activity.

Toronto earns the highest overall score in the index with 77.4 out of 100 (Figure 1). This reflects the city's substantial strengths across a range of fields: it either ties for first, or holds first place outright, in ten of the index's 31 indicators, including at least one in each domain. These results reflect, and arise in part from, a recognition of the importance of the youth economic environment to the city as a whole. According to a 2012 policy document published by the City of Toronto, *Working as One: A Workforce Development Strategy for Toronto*, “there is a growing consensus that addressing labour shortages and skills mismatches means opening up employment opportunities for populations that are currently under-represented in the labour force”, including youth. At the city level, a prominent programme called PAYE (Partnership to Advance Youth Employment), which was set up in 2009 as “a joint initiative between private-sector employers and the City of Toronto”. The city supports youth through fiscal incentives and has a strong data collection and evaluation of youth programmes. Moreover, the youth networks, including business associations, trade unions and non-governmental organisations (NGOs), are very active in the city and support youth through training, job seeking and other activities.

More striking than the outcome for any particular city, though, is how closely the scores are bunched at the top. The leading eight cities—more than one-fifth of all those in the index—finish within just 3.5 points of the leader. Meanwhile, each domain has a different city at the top: London for Government Support and Institutional Framework for Youth; Singapore for Employment and Entrepreneurship; Hong Kong for Education and Training; and Toronto for Human and Social Capital. No city dominates a domain, with the second-place finishers trailing by 0.8 to 2.8 points. Similarly, different cities come last in each category as well.

Nor are those cities that score poorly devoid of strengths. Lagos, although last overall, has the second-highest actual and forecast city GDP growth rate in the index (projected to be 8.4% annually between 2014 and 2017), a low cost of living (ranked fourth in the indicator), and has experienced the seventh-fastest employment growth in 2014 (3%). Casablanca, meanwhile, although next to last in the index as a whole, ties for fourth position in terms of the economic support the city provides for young people through fiscal incentives, government programmes or safety nets.

No city, then, has a monopoly on good practice. What leaders have in common is a diversified, well-rounded approach to addressing the needs of young people. Again looking at the highest-scoring eight cities overall, every one finishes in the top ten in at least three of the four index domains. Even leaders, though, occasionally post poor scores: Chicago, for example, although in third place overall and in the top five in every domain, comes 31st out of 35 cities on actual and forecast GDP growth between 2014 and 2017 (2.4%). Nevertheless, although most cities are able to excel in at least one field, those at the top exhibit strength across a range of areas.

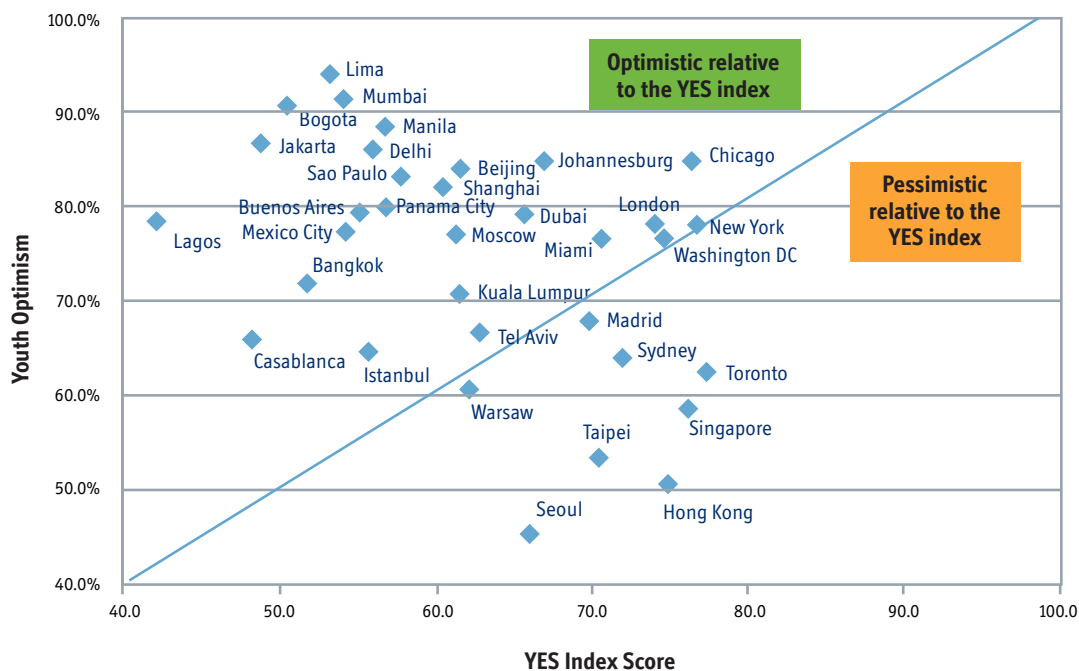
## • Youth perceptions do not always go hand in hand with reality

The YES index is part of a larger project—a perception and reality study that examines the way in which youth and the economy interact at the municipal level. The index is the reality element of the research, objectively measuring, to the extent possible, the broader policy and economic environment for young adults. The perception side of the research took place earlier in 2015 and relied on a survey of 5,250 individuals aged between 18 and 25, or about 150 from each of the 35 cities in this study.<sup>5</sup>

The urban youth surveyed for this project do not lack ambition. Roughly three-quarters are somewhat or very optimistic about the future. Surprisingly, there is a (weak) inverse relationship between the YES index results and the degree of optimism among young people in these cities. Cities in which 80% or more of young people are optimistic do not rank particularly well in the overall index (for example, Lima, Mumbai, Bogota, Manila, Jakarta and Delhi). Conversely, cities such as Sydney, Toronto, Warsaw, Singapore,

<sup>5</sup>The Citi Foundation. 2015. Investing in youth: Ensuring the economic future of cities. A survey of youth across the world on their current economic situation and future prospects, 2015.

**Figure 3: Youth optimism versus YES index results**



Taipei, Hong Kong and Seoul, with high rankings in the index, have youth populations that are not as optimistic about their future prospects (Figure 3). Moreover, the lower the income per capita in the city, the greater the number of young people expressing optimism about the future, especially in Asian and Latin American cities. At the same time, however, there is a small positive relationship between city GDP growth and optimism. That is, the cities which have high economic growth rates also have the highest levels of optimism.

Different factors may explain the disconnect between level of optimism and the economic environment for youth. One potential reason is a short-term statistical link peculiar to our current economic times: in our 35 cities, there is at the moment a small negative correlation between city GDP per capita and economic growth rates. The developed world is still working through the after-effects of the 2008 economic crisis while many emerging countries are continuing to forge ahead—if not as quickly as in the past, then at least faster than wealthier states. Change is often more dynamic than the underlying reality, so not surprisingly, levels of youth optimism in cities are positively linked with current levels of growth and therefore—in today’s environment—negatively to the size of the broader economy in which they will operate. The index results suggest that such short-termism misses out on the real opportunities and risks that young people are facing.

**• Income influences the rankings more than geographical factors**

The data from a number of index indicators reveal strong regional influences that potentially reflect cultural or governance differences between parts of the world. Latin American cities, for example, fare poorly on personal safety—taking up half of the bottom 12 spots—but have high levels of youth optimism, filling five of the leading 15 places on that measure. In the same way, seven of the eight cities with the lowest adolescent fertility rates are in East Asia.

Using a wider lens, geography at first glance seems to play a role in the overall scores as well. The top three index cities are from North America, and all six entries from that continent finish in the “Advanced” grouping. At the same time, Latin America’s six cities cluster almost as tightly between 22nd and 32nd place, while two of the three African urban areas are at the bottom of the list. This seems consistent with policy priorities: North America is the only region in which every index city has at least some policy that is relevant to improving the economic situation of young people.

However, the results from Asia, and to a lesser extent Europe, muddy this picture, with cities from these regions finishing all over the index. Asian cities, for

example, range from fourth place overall to 33rd. A closer look, though, shows that those doing well in the region, such as Singapore and Hong Kong, are among the region's—and the world's—wealthier urban areas, while those with lower scores tend to have much lower GDP rates.

What is true of Asia holds globally, and also explains much of the variation in the index more effectively than geographical differences. As Figure 4 shows, a city's wealth, measured in terms of GDP per capita, is highly correlated with its overall index score. In fact, the link is so tight that, in statistical terms, it explains about 84% of the difference between cities. If African and Latin American urban areas have lower scores, it is much more likely because they have smaller local economies, not because of any marked regional influences unrelated to economic development.

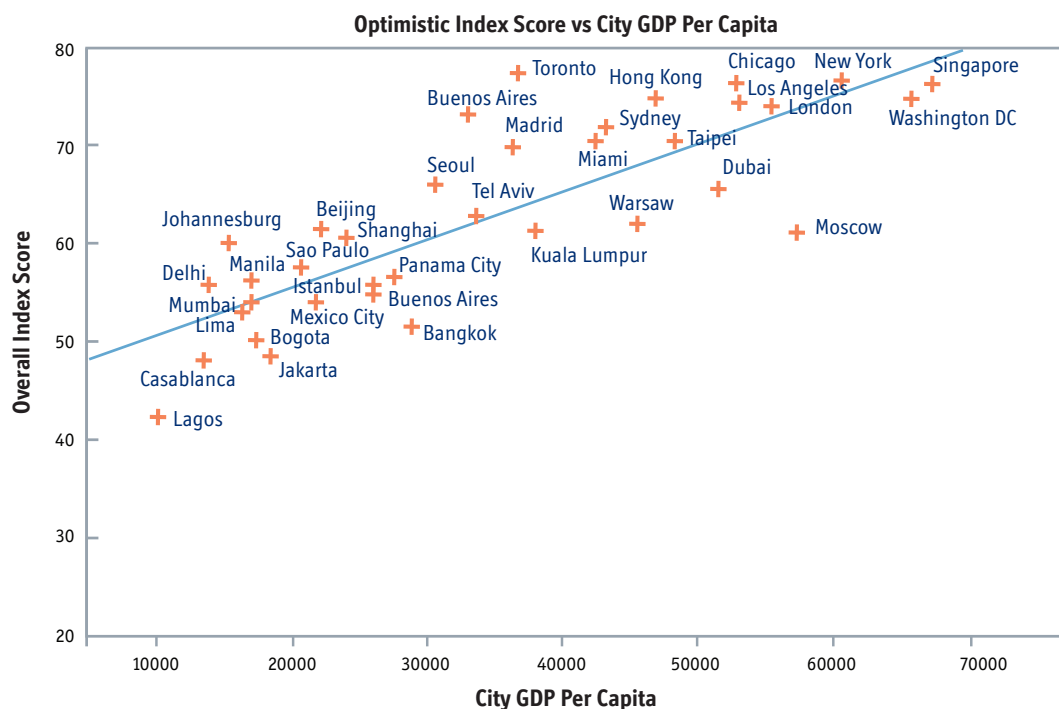
It is important to acknowledge that cities with larger economies—in effect, wealthier cities—typically have the resources to address a wider range of social and economic ills, whether environmental degradation, weak infrastructure or poor employment opportunities for young people. This, more than anything else, explains the presence of deeper and more developed youth policies in richer cities.

Indeed, the economic opportunities for anyone of any age are likely to be greater in a larger economy, all things being equal, than in a smaller

one. The index, though, points to a more nuanced connection. City GDP per capita certainly correlates with results in the Employment and Entrepreneurship category—as one might expect—but the statistical link is tighter between city GDP per capita and both the Education and the Social and Human Capital categories. Put plainly, the index indicates that a wealthy city provides a good economic environment for younger urban residents. The stronger connection, however, is between GDP and those factors that can help people acquire the skills and build the networks needed to be economically active.

The most likely explanation for this connection is a virtuous circle rather than a one-way street: better education, for example, allows higher productivity, which creates more wealth, making it possible to pay for better education. Thus education-related interventions, which may seem on the surface youth-focused, often end up helping the economy as a whole over the longer term. Similarly, social networks, by helping members improve their economic chances, allow those members to strengthen and expand connections. Thus, Bangkok's 13th place in the Human and Social Capital category—including first place in indicators covering youth civic engagement and those dealing with gender equality—suggests that the city's overall 31st place may well improve over time.

**Figure 4: City GDP per capita and overall YES index score**





## • Government policy is a major driver for fostering youth economic opportunities

Despite the clear importance of GDP per capita to the youth economic environment, the index suggests that, based on income alone, cities can score well above expectations. The most prominent example is the overall leader, Toronto. Although Canada's financial centre is well-off economically, its GDP per capita (US\$36,617) is only slightly above the survey average (US\$34,262). Another city that punches well above its economic weight is Johannesburg. It has the fourth-lowest annual GDP per person (US\$15,300) in the index but comes 21st overall and less than one point behind Kuala Lumpur, which has over twice the per-capita income.

What Toronto and Johannesburg have in common is their strong youth-centred policies, as measured by the Government Support and Institutional Framework domain. In that category, Johannesburg comes tenth (with 75 points, or more than ten points above the average) and Toronto finishes second (with 90 points, or nearly one-and-a-half times the mean).

This points to the importance of policy in building a strong economic environment for youth. It is, however, a notion not fully appreciated worldwide. Instead, the Government Support and Institutional Framework domain shows the greatest differentiation between cities of any category, with scores ranging from 30.9 (for Bangkok) to 91.5 (for London).

This disparity reflects a wide range of approaches to the economic situation of young people. The City summaries section of this report shows several examples of urban areas either missing strategies or policies in this field or relying completely on work done at the national level.

Too often it is the poorer cities that fall short on policy, even when useful steps are not particularly costly. For example, job stability is an important issue for young employees: 23% of those surveyed said this was the key attraction of their current job. The YES index evaluated stability as part of a broader quality measure based on answers youth gave about work informality, the extent of part-time work without any long-term prospects, underemployment, discrimination and work safety. Good regulation, enforcement and public-private co-operation can influence many of these for the better without placing undue costs on employers, employees or

governments. Nevertheless, policy and income went hand in hand. Only eight cities in the index received high scores on overall quality of employment opportunities, while 14 came in the middle and 13 had low quality. Six of the eight high-quality cities, though, had above-average GDP per capita, while incomes were below average for 11 of the 13 cities with low-quality employment opportunities.

Both Toronto and Johannesburg show that it is possible to weaken the policy-money link. Like a number of other leading cities in the Government Support and Institutional Framework domain, Toronto and Johannesburg have highly focused policies and have fostered extensive youth networks. Toronto finishes fourth overall in the index (tying with Buenos Aires, Chicago, Los Angeles, Manila and Mexico City) for its specific youth economic opportunity strategy, and joint first for youth networks and for local government data collection and evaluation of youth programmes. Johannesburg also comes joint first for networks and finishes even higher than Toronto (in third place) for youth strategy. Neither city has by any means solved youth unemployment—Toronto's rate is 18%, Johannesburg's 36%<sup>6</sup>—but both are at least addressing the problem head-on. Indeed, Johannesburg is aiming high: the city has committed to creating 200,000 jobs for disengaged youth by 2016 through the Vulindlel' eJozi Programme.

Policy need not involve substantial costs. One highly innovative initiative in Johannesburg, for example, tries to address several urban issues simultaneously. Jozi@Work seeks to enhance conditions in poorer neighbourhoods while reducing local unemployment. Under the programme, residents can report an infrastructure, waste management or social service delivery problem and at the same time propose how nearby small businesses might be able to solve it, thereby making city spending both effective and job-creating.

Jozi@Work also points to another element of successful policy in this area—the city acting as a catalyst and as a co-ordinator, bringing together a range of actors. Toronto is leveraging its resources in this way by working with the private and non-profit sectors to match youth with jobs. The Partnership to Advance Youth Employment (PAYE) is a joint initiative in which participating business leaders work with a wider range of employers to increase the access of the city's youth to job opportunities.

<sup>6</sup>Gauteng province, see Statistics South Africa. 2014. "National and provincial labour market: Youth Q1: 2008–Q1: 2014." <http://beta2.statssa.gov.za/publications/P02114.2/P02114.22014.pdf>

The city, meanwhile, working with community-based partners, provides job coaching and advice to young people, as well as matching qualified individuals with opportunities. The programme has been successful enough that Toronto City Council recently voted funds to double its size.

Other cities have also experienced the value of such joint efforts. London, which comes first in the Government Support and Institutional Framework for Youth domain, has for several years run an extremely successful programme involving a national government agency—the National Apprenticeship Service—that has worked with local employers to create as many as 40,000 apprenticeships in one year. This was twice the original goal: from 20,000 apprenticeships in 2009-10 to 40,000 apprenticeships in 2010-11.

The details may vary, but the broader message—and the reason why cities like Toronto and Johannesburg have performed well in the index—is the same: well thought-out policy can improve the economic environment for youth regardless of the underlying economic situation.

### • Entrepreneurial dreams of youth can be realised even in poorer cities

As mentioned earlier, the YES index is part of a larger project—a perception and reality study looking at the way youth and the economy interact at the municipal level. The link between one notable finding from that research and the index results is, however, worth exploring here.

The urban youth surveyed are optimistic about the future. And they find making their own way appealing rather than daunting: 77% of survey respondents expressed an interest in working for themselves or starting their own business. It is not surprising that a notable overlap exists between these two groups. Talk of energetic, inventive and optimistic youth ready to reshape the world may have become trite through overuse, but the survey does suggest that the index cities have a huge cadre of young people ready to build their own economic success rather than have jobs handed to them on a plate. In the process, they could help reshape the cities in which they live for the better. If anything, residents of less wealthy cities are more likely to fall into this group of budding business initiators than those in wealthier ones: 89% of respondents in Latin America expressed an interest in entrepreneurship—the highest regional figure—compared with 64% in North America—the lowest. This is about more than just finding employment

where formal job opportunities may be scarce: youths in the survey said that the chief attractions of entrepreneurship were the opportunities it gives to be creative, flexible and—among US respondents—to try to meet a market need.

If the young are ready to build businesses, how ready are cities for the young to do so? From the perspective of youth, the signs are apparently good in many urban areas. The two leading requirements the young cite for starting a business are capital and technology. The scores for the cities in our index are high on both counts: 27 of them received 75 points out of 100 or higher on depth of financing, and 26 did the same for access to technology. As elsewhere, money has some effect. For financing, all but one of those that did poorly had a below-average city GDP per capita, and for technology they all did. Nevertheless, the number of even low-income index cities that did well indicates that driven youth entrepreneurs should have a fair chance to meet these specific needs in a lot of the cities covered.

A closer look, though, paints a slightly different picture. Although most index indicators are relevant in some way to entrepreneurship, six focus most directly on it. These include depth of financing and access to technology, but also the ease of opening a new business; the legal and regulatory environment for business; the quality of infrastructure; and entrepreneurship education. In certain cases, a city's wealth helps in these areas, but in every one policy plays a large, sometimes dominant role. Ease of opening a business, for example, largely measures a regulatory burden entirely at governmental discretion, and quality of infrastructure frequently depends as much on how public funds are used as on simply the quantity available. Combining the scores from these six indicators into a single figure, however, shows that current GDP per capita and policy seem to go hand in hand. Once again, the leaders are from the wealthier cities and those with lower scores from the less well-off (Figures 5 and 6).

Here, the link can also work both ways. A regulatory and cultural environment that is conducive to entrepreneurship does more to help build the economy rather than result from a growing one. A government does not, for example, need to obtain a given tax base before it is able to make it easy to start a business. Just as sound policy choices in general can help improve a city's overall score in the index well beyond that predicted by its GDP per capita, relevant policy can help cities tap into the entrepreneurial aspirations of youth from which all could stand to benefit.

• **Aside from governments, other stakeholders have a role to play to help youth realise their economic potential**

If cities are to offer youth the economic opportunities they need, city governments alone cannot tackle this daunting task. There is a wide range of stakeholders that need to act together to generate the right environment so that youth can realise their economic potential. This involves the national government working together with the city government, the active participation of youth networks, NGOs, philanthropic institutions, trade unions and companies in the cities, and the interaction with the education system and families themselves. All these actors are in one way or the other captured in the index.

In Africa and the Middle East, skills deficiencies are cited by youth as a problem: young people are not acquiring the necessary skills. Internships and apprenticeships are mentioned in the youth survey as important avenues for skills acquisition and to obtain

an income. Elsewhere in Latin America, youth point out the importance of vocational schools as a key educational channel to build skills that are needed for starting a business or joining the workforce.

One area in which companies across industries could get more involved is training and mentoring. Educational institutions can work with companies in order to incorporate some important skills and practices in their secondary and post-secondary curriculums. And educational institutions can partner with banks and government to find more affordable options to finance tertiary education.

In the YES index, entrepreneurship education measures the extent to which creating or managing small and medium-sized enterprises (SMEs) is incorporated in the education and training system at basic school and post-secondary levels. This indicator does not show a strong performance overall across cities (with the overall average less than 40 points out of 100). Asian cities achieve high ranks in the indicator, with the majority in the top ten spots. In terms of training and mentoring, the YES

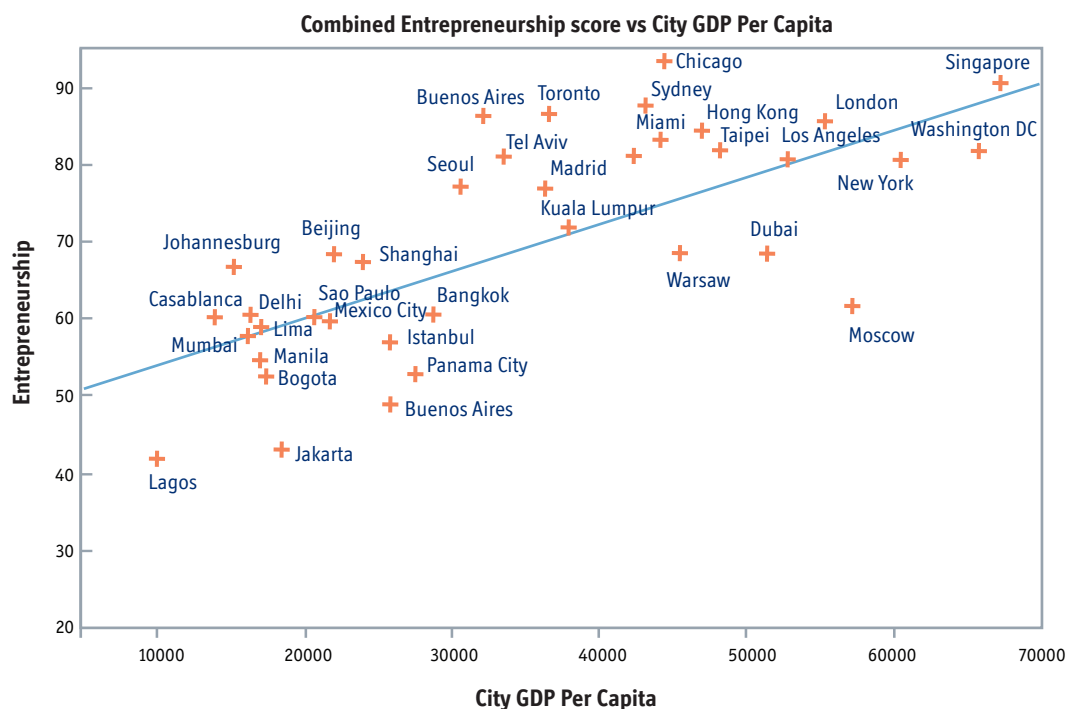
**Figure 5: Combined scores of six key entrepreneurship indicators (equal weighting)**

Rank		Score
1	Singapore	90.5
2	Sydney	87.7
3	Toronto	86.4
4	London	85.6
5	Hong Kong	84.5
6	Taipei	82.0
7	Washington DC	81.9
=8	Chicago	81.3
=8	Miami	81.3
10	Tel Aviv	80.8
=11	Los Angeles	80.7
=11	New York	80.7
13	Seoul	77.1
14	Madrid	76.9
15	Kuala Lumpur	71.6
=16	Beijing	68.6
=16	Dubai	68.6
=16	Warsaw	68.6

Rank		Score
19	Shanghai	67.4
20	Johannesburg	66.9
21	Moscow	61.8
22	Bangkok	60.6
23	Lima	60.5
24	Sao Paulo	60.3
25	Delhi	60.0
=26	Casablanca	59.9
=26	Mexico City	59.9
28	Mumbai	58.8
29	Istanbul	57.2
30	Manila	54.8
31	Panama City	52.8
32	Bogota	52.7
33	Buenos Aires	49.2
34	Jakarta	43.3
35	Lagos	42.0

Note: Normalised scores 0-100, where 100 = most favourable conditions; = before the rank indicates a tie in rank with another geography.

**Figure 6: Entrepreneurship and city GDP per capita**



indicator “Private-sector involvement in training” measures the country’s availability of high-quality, specialised training and companies’ investment in training and employee development. Rankings in this indicator follow closely the overall index positioning. The overall average for this indicator is approximately 60 points out of 100. This is an area where North American cities perform the best with an average of 72 points out of 100, but there is room for improvement. The rest of the regions, except Asia, have averages in the 50s. The private sector has a role to play in improving its training offerings.

How can youth finance their education and training needs? The YES index shows that, on average, cities score well in “Access to finance for tertiary education”. Only six cities score 50 points or below, and the average for the 35 cities in the index is more than 80 points. The indicator measures the availability of affordable educational loans, scholarships and tax deductions for education. However, Latin America’s six cities score on average about 64 points, the lowest regional average (North America 100 points; Asia close to 86 points; Europe 80 points, and Middle East and Africa 67 points).

**• And stakeholders could do more to help young women**

In the last 20 years women have begun to catch up with men on a number of fronts, including education and healthcare. But the gaps in economic opportunity remain distressingly large.<sup>7</sup> Accordingly, the YES index contains three indicators of specific relevance to women in the workforce: the level of gender equality in pay and workforce participation; the adolescent fertility rate; and the affordability, availability and quality of childcare.<sup>8</sup> These issues do much to shape the economic opportunities for, and constraints on, many young women and even some young men, especially those of both genders in their early 20s who may already be looking to start families of their own.

In terms of gender equality in pay and workforce participation, all cities in North America, China, and Bangkok score well. However, the highest score does not reach 80 points (Bangkok and Toronto), meaning that there is still a 20% performance gap with men even in the best-performing cities. India’s cities score at the bottom of the ranking, with just 32 points out

<sup>7</sup>See the 2015 “No Ceilings: Full Participation” report developed by the EIU in partnership with the Clinton Foundation, Gates Foundation and the World Policy Analysis Center. Available at <http://noceilings.org/report/report.pdf>

<sup>8</sup>These indicators were taken at the national level, since city-level data are unavailable.

of 100. The index confirms what most other studies have found: much more needs to be done to level the playing field for women in terms of pay and access to the labour force.

Another factor that influences a young woman's economic future is her ability to plan a family when the time is right. The adolescent fertility rate (number of births per 1,000 women aged 15-19) sheds some light on what young women face as they enter their child-bearing years while still in high school and preparing for the workforce. This indicator is the one with most variation in the index. National rates show a big divide, with Lagos (Nigeria) at 119.6 births, compared with Asian cities (Seoul, Hong Kong, Kuala Lumpur, Singapore, Beijing, Shanghai, Taipei) with fewer than nine births.

Childcare options can also profoundly shape young women's economic opportunities. The indicator on affordability, availability and quality of childcare has a dual purpose. On the one hand, it shows the level of childcare at the national level to support women in their studies or jobs. On the other hand, it is also a proxy for the quality of early childhood development in the country. In the early years of life brain development is at its most rapid, so engaging children through early learning programmes can powerfully influence their future. As studies show<sup>9</sup>, children who are so stimulated do better at school,

and as adults have better outcomes in terms of employment, earnings and health. The YES index shows that cities with high GDP per capita have the best childcare opportunities. Hong Kong and Singapore take the top spots, with US cities also performing well. Casablanca comes in last.

### • Youth optimism holds both promises and dangers

Relevant policies and stakeholders working together can help cities tap into the aspirations of youth from which all could stand to benefit. Not doing so, however, may have more than an economic cost. One of the more surprising findings is the disconnect between the YES index data and the survey regarding current average income and the expectations of youth. As mentioned earlier, in general, the lower the annual GDP per capita, the greater the number expressing optimism about the future.

Whatever the reasons, the level of youth optimism in emerging-market countries holds both promises and dangers. Youth in developing-world cities are ready to build the future, but if conditions were to prevent this then disillusionment could quickly turn hope into resentment. Cities can offer the economic opportunities that youth aspire to: it is time to work together to make this dream a reality.

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<sup>9</sup>See, for example, UNICEF: [http://www.unicef.org/earlychildhood/index\\_69851.html](http://www.unicef.org/earlychildhood/index_69851.html)

# City summaries

The following section provides a brief summary of the youth economic environment for each of the 35 cities in this study. Cities are listed in alphabetical order and are organised by region.

Each city summary contains: a) a table with the score and ranking in the YES index and the four encompassing categories; b) a table with basic information on the city;<sup>10</sup> c) best-performing areas and those in need of improvement; d) a comparative graph; and e) a description of the overall environment for youth.

The text for each city is presented in three parts: the first section contains a description of government policies, programmes and strategies for youth economic engagement; the second outlines selected opportunities and challenges for youth in that city; and the third is a “city insight” on youth—a successful programme or relevant fact or comment by the mayor, a local official or a youth leader.

The city summaries are intended to provide a high-level overview rather than a detailed assessment.

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<sup>10</sup>Data from C-GIDD, UNFPA and ILO. Please refer to the Bibliography for details.

# Asia



# Bangkok, Thailand

	2015 Rank out of 35	2015 Score out of 100
<b>YES Index - Overall score</b>	<b>31</b>	<b>52</b>
1) Government support and institutional framework for youth	35	31
2) Employment and Entrepreneurship	24	54
3) Education and Training	25	56
4) Human and Social Capital	=13	66

## Strengths in the YES Index

Youth civic engagement: **1/35**  
 Gender inequality: **1/35**  
 Migration: **2/35**

## Opportunities in the YES Index

Presence and effectiveness youth networks: **=34/35**  
 Local government (city) support for youth: **34/35**  
 Employment growth: **35/35**



**B**angkok does not have a city strategy on youth economic opportunities. The city's 20-year development strategy includes economic strategies for disadvantaged people, but not specifically for young people. Bangkok's website ([www.bangkok.go.th](http://www.bangkok.go.th)) contains statistical reports and provides data on the number of students, teachers, classes and schools by city district, but it does not provide any other data for youth.

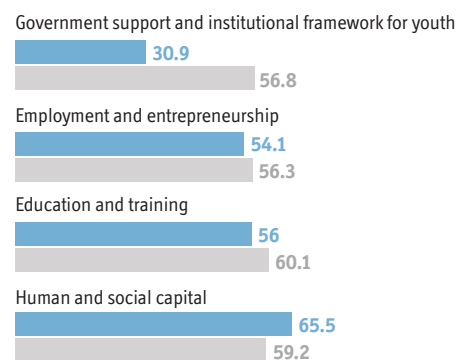
Bangkok is the country's financial centre, home to over one-third of Thailand's banks. Wholesale and retail trade is the largest sector in the city's economy, contributing 24% of Bangkok's gross provincial product. It is followed by manufacturing (14.3%); real estate, renting and business activities (12.4%); transport and communications (11.6%); and financial intermediation (11.1%). Many youth are drawn to Bangkok due to its economic activity.

Some positive points to highlight are that youth unemployment in Thailand is very low (it stood at 3.4% in 2014), and there is some support for young people at the national level. For instance, the national government provides educational support programmes and loans, and healthcare in Thailand is free. There are also scholarships available at local institutions.

However, a large number of jobs for youth are in the informal sector, and it can be difficult to find full-time jobs owing to minimum-wage regulations. In addition, the occupational environment in Thailand is poor. There seem to be no strong youth business networks, and the city does not appear to support existing ones.

## Bangkok score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	9,068,953
City GDP per capita, 2014 (constant 2005 PPP, \$)	28,755
Estimated city youth population, 2014	1,813,791
National youth unemployment rate (%), 2014	3.4
National youth unemployment rate relative to adults, 2014	6.8

## CITY INSIGHT

One of the key indicators to track among young people is the HIV/AIDS rate, especially in growing cities like Bangkok. Thailand's National Child and Youth Development Plan (2012-16) noted that as of January 2008 there were a total of 345,196 children living with AIDS in the country. The plan stresses the importance of ensuring that those concerned with children and youth have a correct understanding of the problems associated with HIV/AIDS and that they should have no inhibitions regarding people living with HIV/AIDS, particularly children. Non-governmental organisations (NGOs), such as Plan International in Asia, also help raise awareness in this area.



# Beijing, China

	2015 Rank out of 35	2015 Score out of 100
<b>YES Index - Overall score</b>	<b>17</b>	<b>62</b>
1) Government support and institutional framework for youth	27	50
2) Employment and entrepreneurship	8	69
3) Education and training	=23	58
4) Human and social capital	6	69

## Strengths in the YES Index

City real GDP growth rate: **1/35**  
 Quality of employment opportunities for youth: **=1/35**  
 Depth of financing: **1/35**

## Opportunities in the YES Index

Presence and effectiveness of youth networks: **=32/35**  
 Corruption: **=29/35**  
 Entrepreneurship education: **=28/35**  
 Local government (city) strategy on youth economic opportunities: **=28/35**



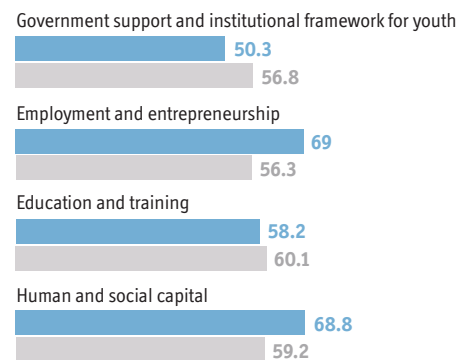
Cities in China adhere to national policies. There is national guidance that acknowledges the importance of youth employment and provides some policy suggestions. However, this is by no means a comprehensive and clear national strategy. In practice, the Department of Human Resources and Social Security is in charge of youth employment issues in the capital. Beijing has only a few city-specific policies, including conducting a month of activities in different colleges in the city, where the government collaborates with colleges to bring public-service professionals, HR experts and employers to campus. In addition, the government is working with the Zhongguancun technology hub and colleges in Beijing to provide support, such as free office space and consulting for students who are interested in forming start-ups. Both the city government ([www.beijing.gov.cn](http://www.beijing.gov.cn)) and the Department of Human Resources and Social Security have websites that contain information on youth employment.

As the political, academic and cultural centre of China, Beijing provides unparalleled youth opportunities in terms of higher education, employment and exposure. The main industries in Beijing are the public sector, the service industry and technology. With the establishment of the Asian Infrastructure Investment Bank, Beijing is on the way to becoming a leader in international affairs. Although China's economy is slowing, the long-term prospects for its main industries are still promising, as many believe there are still growth prospects for labour productivity, and both the Chinese government and the Beijing municipal government are supportive of investment in innovative growth models.

The two main challenges for young people in Beijing are intense competition for jobs and the hukou registration system, which excludes those born outside Beijing from certain job opportunities and social benefits. As the country's capital, Beijing is the most labour-competitive city in China, because many young people arrive to look for jobs. The municipal government is promoting youth employment with certain financial incentives for private firms, but these policies are not widely publicised. The programmes relating to youth employment are still conducted mainly by individual schools and non-governmental organisations (NGOs).

## Beijing score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	19,525,563
City GDP per capita, 2014 (constant 2005 PPP, \$)	22,066
Estimated city youth population, 2014	3,905,113
National youth unemployment rate (%), 2014	10.5
National youth unemployment rate relative to adults, 2014	2.8

## CITY INSIGHT

The biggest obstacle for young people working in Beijing is finding affordable housing. The 2014 Beijing Youth Development Survey found that, as the young migrant population increases every year, demand for housing will continue to grow among this segment of the population. Renting is the main form of housing, and sharing a dwelling with others to reduce the burden of rent is common—it is not unusual for young professionals with low salaries to share by putting multiple bunk beds (up to eight) in one room. As a result, housing expenditure is the main source of financial stress for young people: mortgages or rents add economic pressure. For many of today's Beijing youth, owning a home is one of the most important goals, but achieving this goal is not easy, and this is affecting their quality of life.

# Delhi, India

	2015 Rank out of 35	2015 Score out of 100
<b>YES Index - Overall score</b>	<b>25</b>	<b>56</b>
1) Government support and institutional framework for youth	30	46
2) Employment and Entrepreneurship	=18	60
3) Education and Training	=20	62
4) Human and Social Capital	27	55

## Strengths in the YES Index

Access to financing for tertiary education: =1/35

Cost of living: 2/35

City real GDP growth rate: 3/35

Income inequality: =3/35

## Opportunities in the YES Index

Availability of parks, sports and cultural activities for youth: 35/35

Gender inequality: =34/35

Ease of opening a new business: =32/35

Quality of education: =32/35



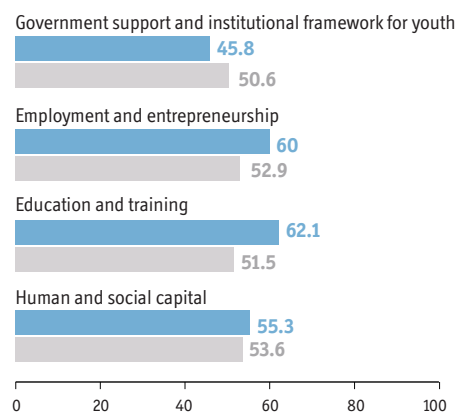
Delhi, formally the National Capital Territory of Delhi, has more than 10m citizens and is a major magnet for young people from across India. The city has no youth economic strategy. However, during the election for the city legislature in 2014 the Aam Aadmi Party (“Common Man’s Party”, AAP) launched a youth agenda that included the promise of creating 800,000 jobs for young people by 2020. The Delhi government has a website ([www.delhi.gov.in](http://www.delhi.gov.in)), but it does not contain specific youth data.

Delhi is a booming, young city, and most of its inhabitants are from other states. The majority of youths, like most of the population, live in slums or in temporary accommodation. For many youths from rural India, Delhi stands for economic and educational opportunities and a path from rural life into modernity. The vast majority of educated youths are employed in the private sector—mostly in the services, financial or telecommunications sectors. For those seeking a career in the public sector, Delhi, the seat of the Indian government, is the number one choice. The competition in the labour market is extraordinarily intense. The main challenge for the city government is to provide jobs and training for young people who are not from middle-class backgrounds. The demand is enormous, and the overwhelming majority of youths either work in the informal sector or are unemployed or underemployed. There is a severe shortage of public and private services, and a lack of affordable housing for young people.

Despite these enormous challenges, Delhi remains a place that is attractive to young people. The city is growing, and its government is arguably making a transition to more responsive governance/policy—in no small part driven by a vocal civil society and sprawling media landscape, both of which are demanding more accountability from politicians.

## Delhi score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	24,940,866
City GDP per capita, 2014 (constant 2005 PPP, \$)	13,900
Estimated city youth population, 2014	6,983,442
National youth unemployment rate (%), 2014	10.8
National youth unemployment rate relative to adults, 2014	4.6

## CITY INSIGHT

The National Capital Region, which includes Delhi, is the world’s largest urban agglomeration. With 54m inhabitants, many of whom are young, it is probably the biggest agglomeration of youth anywhere. The competitive pressure for economic opportunities for young people is intense. Education and skills are everything in this race to get ahead. Overall, the city government is overwhelmed and financially ill equipped to deliver the required services. The demand for education and skills is rising. As in many cities in Asia, the government faces the question of whether expanding services is actually feasible. Given the great population pressure and migration, this is understandable: Delhi borders on Uttar Pradesh, a state with the population of Brazil and home to tens of millions of youths eyeing a job in the city.

# Hong Kong, Hong Kong

YES Index - Overall score	2015 Rank out of 35	2015 Score out of 100
	<b>5</b>	<b>75</b>
1) Government support and institutional framework for youth	6	78
2) Employment and Entrepreneurship	3	70
3) Education and Training	1	86
4) Human and Social Capital	15	65

## Strengths in the YES Index

- Local government (city) support for youth: =1/35
- Presence and effectiveness of youth networks: =1/35
- Quality of employment opportunities for youth: =1/35
- Depth of financing: =1/35
- Access to technology: =1/35
- Access to financing for tertiary education: =1/35
- Early childhood development programmes: =1/35

## Opportunities in the YES Index

- Income inequality: 34/35
- Youth optimism about their economic future: 34/35
- Employment growth: =33/35



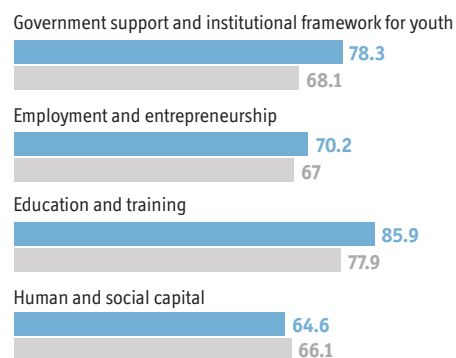
The Hong Kong government does not have a specific youth economic strategy per se. Hong Kong has two specific policies to tackle the issue of youth employment: the YES programme (Youth Employment Start) and the YETP (Youth Employment Training Programme). Both schemes are run jointly by the Department of Labour and the government of Hong Kong. YES is a membership-based programme that provides free services to young people between the ages of 15 and 29 with employment and entrepreneurship services/advice. YETP focuses on the group aged between 15 and 24 with a lower educational background and aims to provide on-the-job and pre-employment training to this segment to improve their employability. Hong Kong city has a website ([www.gov.hk/en](http://www.gov.hk/en)), and the government collects data related to youth employment and education.

Hong Kong is an international hub with an open economy and a comprehensive higher-education system. The city offers generous scholarships, promising economic prospects and abundant financial assistance (for higher education both domestic and overseas) to the young. The main challenge facing young people is Hong Kong's economy, which has recently begun to stagnate and is slow in generating jobs. The main job opportunities for the young are in the finance, logistics and trading, tourism and services sectors. Hong Kong's government wants to maintain its crucial financial position in Asia while developing a base for higher education and triggering an innovation-based growth model. If Hong Kong can achieve this while maintaining its position as the centre of international finance in Asia, then the employment opportunities for young people will become more promising. However, this depends on how well Hong Kong balances its relationship with Mainland China in terms of political economy and its citizens' need for better accountability and democracy.

Young people living in Hong Kong are becoming increasingly vocal about issues that affect them, including politics (as the October 2014 demonstrations showed) and their future economic prospects. The newly elected Hong Kong government is still in transition, therefore it is too early to tell whether the policies for tackling youth employment issues will be effective.

## Hong Kong score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	7,259,569
City GDP per capita, 2014 (constant 2005 PPP, \$)	46,823
Estimated city youth population, 2014	1,088,935
National youth unemployment rate (%), 2014	9.1
National youth unemployment rate relative to adults, 2014	3.2

## CITY INSIGHT

In its 2015 Policy Address the government pledged to set up a US\$300m Youth Development Fund to support innovative youth development activities that are not covered by existing schemes, including subsidies in the form of matching funds for non-governmental organisations (NGOs) to assist young people in starting their own business. In his speech on January 14th 2015 the Chief Executive, CY Leung, stated: "The HKSAR Government and I will spare no effort to create favourable conditions for various trades, different local communities and people from all walks of life to start new ventures, sustain business and seek employment. We should, however, remain vigilant at all times. We should guard against any acts which will jeopardise our competitiveness, tarnish our reputation, or undermine Hong Kong's stability and prosperity."

# Jakarta, Indonesia

	2015 Rank out of 35	2015 Score out of 100
<b>YES Index - Overall score</b>	<b>33</b>	<b>49</b>
1) Government support and institutional framework for youth	33	40
2) Employment and Entrepreneurship	34	47
3) Education and Training	=28	53
4) Human and Social Capital	29	55

## Strengths in the YES Index

Entrepreneurship education: **3/35**  
 Youth optimism about their economic future: **5/35**  
 City real GDP growth rate: **10/35**  
 Employment growth: **10/35**  
 Cost of living: **=10/35**

## Opportunities in the YES Index

Local government (city) strategy on youth economic opportunities: **=34/35**  
 Access to technology: **=33/35**  
 Legal and regulatory environment for business: **32/35**  
 Quality of infrastructure: **32/35**  
 Corruption: **=32/35**  
 Depth of financing: **=32/35**  
 Quality of healthcare: **=32/35**



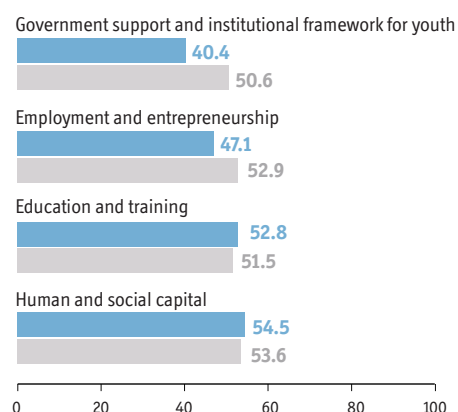
Jakarta does not have a city strategy on youth economic opportunities. However, it benefits in some areas from the work of the national Indonesian Youth Employment Network (IYEN) co-ordinating team. Jakarta's website ([www.jakarta.go.id/english](http://www.jakarta.go.id/english)) contains references to youth, although these feature primarily activities and events rather than focus on economic opportunities. However, the city website also contains information related to youth employment and unemployment statistics.

There are a number of government and non-government networks that young people can take advantage of. The most prominent is the IYEN, a partnership between the UN, the World Bank and the International Labour Organisation (ILO), which brings together leaders of industry, young people, civil society representatives and policymakers to explore imaginative approaches to the challenges of youth employment. In terms of financing education, local governments offer support for low-income students through a programme known as Bidik Misi. In addition, some banks, such as Bank Negara Indonesia (BNI), offer private loans for education. There are various scholarships, including those known as PPA, which are based on academic achievement potential and paid for by local education departments.

Jakarta is a key commercial, political and business hub of Indonesia. It is a manufacturing hub for low-end, labour-intensive products. These include food-processing plants, ironworks, car-assembly plants, textile mills, chemical factories, tanneries, sawmills, electronics plants and printing establishments. However, many jobs are in the informal sector, and there is discrimination, in particular against women and minorities. There are also no government-linked educational loans, although assistance is available at the local level, as well as scholarships.

## Jakarta score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	29,390,394
City GDP per capita, 2014 (constant 2005 PPP, \$)	18,454
Estimated city youth population, 2014	7,641,502
National youth unemployment rate (%), 2014	20.7
National youth unemployment rate relative to adults, 2014	7.1

## CITY INSIGHT

Although the safety net is generally weak in Indonesia, the most interesting development is the introduction of a universal healthcare programme, which will also benefit young people in Jakarta. The insurance programme, known as Jaminan Kesehatan Nasional (JKN), began in 2014 and is estimated to reach full implementation in 2019, when it will reach the entire population at an estimated cost of US\$15bn a year, which is about 15% of the central government budget. The estimated 86m poor and vulnerable will be entirely covered by the government, whereas wealthier residents and employers will need to pay premiums.

# Kuala Lumpur, Malaysia

	2015 Rank out of 35	2015 Score out of 100
<b>YES Index - Overall score</b>	<b>18</b>	<b>61</b>
1) Government support and institutional framework for youth	32	41
2) Employment and Entrepreneurship	9	69
3) Education and Training	14	73
4) Human and Social Capital	18	63

## Strengths in the YES Index

Private sector involvement in training: **1/35**

Access to financing for tertiary education: **=1/35**

Adolescent fertility rate: **3/35**

## Opportunities in the YES Index

Local government (city) strategy on youth economic opportunities: **=34/35**

Gender inequality: **31/35**

Local government (city) data collection and evaluation of youth programmes: **=29/35**



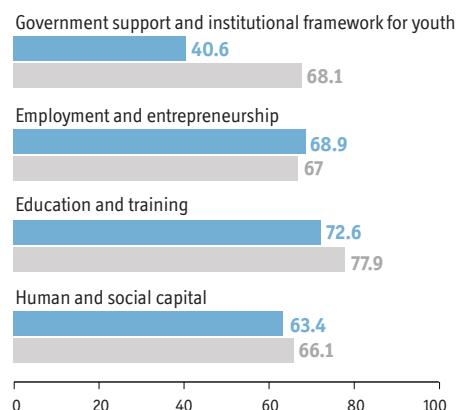
**K**uala Lumpur does not have a city strategy on youth economic opportunities. The Kuala Lumpur structure plan 2020 contains a reference that “CHKL [City Hall Kuala Lumpur] shall take into consideration the needs of the teenager, youth and aged population in all aspects of planning and development”, but there are no specific youth targets. Kuala Lumpur’s website ([www.dbkl.gov.my/index.php?lang=en](http://www.dbkl.gov.my/index.php?lang=en)) does not contain any references or data related to youth.

The government provides educational loans, and scholarships are available at local institutions. The city also benefits from national programmes, such as those described in the Tenth Malaysia Plan (2011-15), which notes that “programmes were implemented to equip the youth with the necessary skills and values such as the Skills, Leadership and Entrepreneur Programme, which provided training for 124,880 participants”. In addition, 40 instructors were trained in Japan for a Job Coach Programme.

The large services sector is evident in the number of local and foreign banks and insurance companies operating in the city. Kuala Lumpur is poised to become the global Islamic financing hub. The city has a large number of foreign corporations and is host to many regional offices or support centres, particularly for finance and accounting, and information technology. In fact, there is an IT special economic zone in Kuala Lumpur. Tourism is also important, and Kuala Lumpur is the sixth most visited city in the world, with 8.9m tourists per year. Despite the opportunities the city brings, there is discrimination, in particular against minorities, and youth face a skills gap, in that graduates do not always possess the skills sought by the private sector.

## Kuala Lumpur score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	6,628,503
City GDP per capita, 2014 (constant 2005 PPP, \$)	37,924
Estimated city youth population, 2014	1,855,981
National youth unemployment rate (%), 2014	11.4
National youth unemployment rate relative to adults, 2014	7.2

## CITY INSIGHT

Kuala Lumpur is home to several domestic youth empowerment organisations that operate across the country and region. Empowering Youth Endeavours (EYE), a social enterprise group that seeks to encourage collaboration and networking between Malaysian youths, is a prime example. Although EYE targets national social issues, the majority of sponsored programmes and platforms for development are based in the capital. In May 2015 EYE’s Youth for Integrity Programme hosted a conference aimed at increasing youth participation and understanding of corruption and integrity issues in government and business. Additional programmes include the Students Programme of Assistance and Resources Centre, Empowering Venues Everywhere, Student Leadership Symposium (all hosted by EYE), and the Youth Trust Foundation.

# Manila, Philippines

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>23</b>	<b>57</b>
1) Government support and institutional framework for youth	14	66
2) Employment and entrepreneurship	28	52
3) Education and training	33	49
4) Human and social capital	22	59

## Strengths in the YES Index

Presence and effectiveness of youth networks: **=1/35**  
 Entrepreneurship education: **2/35**  
 Youth optimism about their economic future: **4/35**  
 Local government (city) strategy on youth economic opportunities: **=4/35**

## Opportunities in the YES Index

Ease of opening a new business: **34/35**  
 Depth of financing: **=32/35**  
 Availability of parks, sports and cultural activities for youth: **30/35**  
 Access to financing for tertiary education: **=30/35**



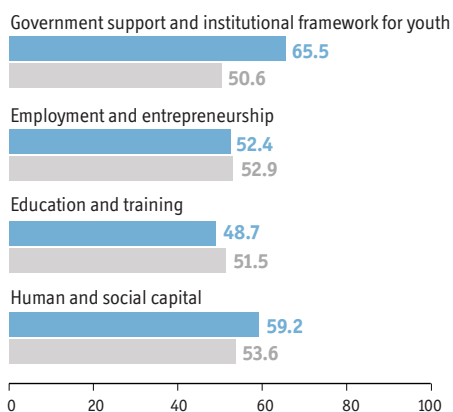
**M**anila is one of most dynamic cities in Asia and the capital of a country with one of the youngest populations in the region. The federal government is implementing the Philippine Youth Development Plan (2012-16). There is no separate youth economic strategy for metropolitan Manila. The city of Manila has a website (<http://manila.gov.ph>), and young people are actively involved in policymaking and strategy formulation at the city and federal level. The participation of youths is institutionalised at the government and civil society level. There are many non-governmental organisations (NGOs) engaged in youth work. The National Youth Commission (Pambansang Komisyon sa Kabataan), also known as NYC, is the Manila-based government agency tasked with youth issues. NYC has a website which has sections on various youth issues, including skills training, job search and employment.

Manila attracts youths from all over the Philippines—the city has one of the fastest-growing economies in Asia. The city's services sector is thriving. Multinational companies are using Manila as a hub for their business process outsourcing. The retail sector is growing strongly on the back of remittances by millions of Filipinos who live abroad. The 13m-city has a vast informal sector, and youth unemployment and underemployment are major problems. In metropolitan Manila some 25% of young women are neither working nor attending school, and among those women who are working, 45% are employed in the informal sector.

The plight of young people is a top public policy issue, and the federal government is trying to address the problem of youth unemployment. In 2014 it launched JobStart, a donor-backed programme that aims to increase the employability of the young by providing them with access to technical and life-skills training. But the demand for jobs exceeds the supply. Many teenagers and young adults are crowded into precarious forms of employment, such as in private households and unpaid family work. The high cost of education and of access to skills programmes remains one of the biggest obstacles for them. One study shows that it takes the average school leaver up to four years to find a job that pays a wage, and only half of them actually find salaried employment. There are informal youth networks as well as NGOs that help young people with jobs, entrepreneurship opportunities, training and education. There is a big divide between youths from different social classes, but for youths from middle-class backgrounds access to tertiary education, including finance, is good.

## Manila score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	12,923,459
City GDP per capita, 2014 (constant 2005 PPP, \$)	17,015
Estimated city youth population, 2014	4,006,272
National youth unemployment rate (%), 2014	16.7
National youth unemployment rate relative to adults, 2014	3.5

## CITY INSIGHT

Manila offers a supportive community for youth culture, development and entrepreneurship. Home to a Global Shapers Community hub, a programme sponsored by the World Economic Forum, the city boasts a vibrant network of young leaders from the ages of 20 to 30 dedicated to highlighting and acting on the needs and interests of the country's burgeoning young demographic. The city's young leaders have sponsored a series of successful discussions and projects, such as the Library Renewal Partnership, which has set up over 60 public libraries throughout the country, and Cat@lyst, a contest for technology innovation companies focused on providing solutions to community problems. The Manila hub is active in supporting the local start-up community, and one of its members is the Manila director of Startup Grind, a Google for Entrepreneurs company.

# Mumbai, India

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>=28</b>	<b>54</b>
1) Government support and institutional framework for youth	31	42
2) Employment and entrepreneurship	21	58
3) Education and training	=20	62
4) Human and social capital	28	55

## Strengths in the YES Index

- Cost of living: **1/35**
- Access to financing for tertiary education: **=1/35**
- Youth optimism about their economic future: **2/35**

## Opportunities in the YES Index

- Gender inequality: **=34/35**
- Quality of Infrastructure: **33/35**
- Presence and effectiveness of youth networks: **=32/35**
- Ease of opening a new business: **=32/35**
- Quality of education: **=32/35**
- Quality of healthcare: **=32/35**



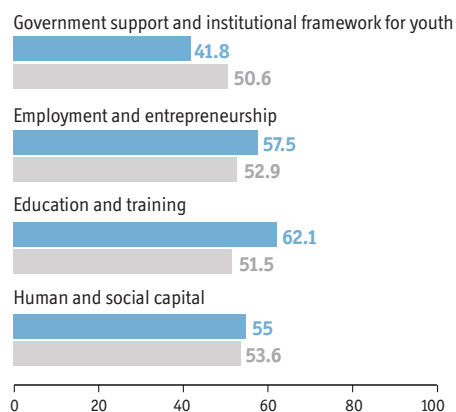
Mumbai is one of the world's biggest cities with a very large and growing young population. The city of Mumbai does not have a youth policy. However, the state of Maharashtra, of which Mumbai is the capital, has a youth policy, which prioritises education and skills development. India's federal government also has a national youth policy, and its main programme—Skill India—is implemented by the states. The focus of this programme is on vocational training. Politicians at the state and city level have acknowledged that youth unemployment and a lack of opportunities for young people are massive problems. The Maharashtra state government has vowed to create 45m jobs for young people by 2020. The Municipal Corporation of Greater Mumbai, the civic body which governs the city of Mumbai, has a website ([www.mcgm.gov.in](http://www.mcgm.gov.in)), but there are no city-level data on youth.

Mumbai attracts young people from all over India, many of them from rural India. As India's commercial capital, Mumbai offers an abundance of opportunities for young, educated people in the private sector. The information technology (IT) and business outsourcing sectors are growing rapidly and, along with the financial and service sectors, they are the main employers for young people from middle-class backgrounds. State banks and private banks offer affordable educational loans, and there is generally an infrastructure in place that allows young educated people to succeed.

For the vast majority of young people without formal education, economic opportunities are extremely limited, and the role of the state in helping young people is inadequate. There are skills programmes, which are funded by both the federal and the state government. The general means through which the state tries to engage youths is through vocational and sports programmes. This void is partially filled by the non-governmental organisation (NGO) sector, which works with sections of Mumbai's youth—young women, trafficked girls and the young disabled. Moreover, almost three out of five people live in slums, and the vast majority of Mumbai's young population is engaged in work in low-skilled jobs in the informal sector. The main problem young people face in the labour market is that despite increasing public investment in vocational skills training, the gap between skills levels and employability remains vast.

## Mumbai score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	20,714,396
City GDP per capita, 2014 (constant 2005 PPP, \$)	17,065
Estimated city youth population, 2014	5,800,031
National youth unemployment rate (%), 2014	10.8
National youth unemployment rate relative to adults, 2014	4.6

## CITY INSIGHT

Aditya Thackeray, a 24-year-old politician, has proposed to change Bombay's Shops and Establishment Act of 1948. The Act mandates that all restaurants and bars close at 1.30 am. Mr Thackeray, the leader of the youth wing of Shiv Sena, a regional Hindu right-wing political party, wants restaurants and bars to be able to open 24/7. This, he says, will lead to more business, jobs and tax revenue for the city. The proposal has been welcomed by citizens. The chief minister of the state of Maharashtra, Devendra Fadnavis, has already given his initial approval. The necessary legal amendments are expected to be made in 2015.

# Seoul, South Korea

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>13</b>	<b>66</b>
1) Government support and institutional framework for youth	15	65
2) Employment and entrepreneurship	17	60
3) Education and training	13	74
4) Human and social capital	=13	66

## Strengths in the YES Index

Income inequality: **1/35**  
 Adolescent fertility rate: **1/35**  
 Local government (city) data collection and evaluation of youth programmes: **=1/35**  
 Access to technology: **=1/35**  
 Access to financing for tertiary education: **=1/35**

## Opportunities in the YES Index

Youth optimism about their economic future: **35/35**  
 Cost of living: **=32/35**  
 Quality of industrial relations: **31/35**  
 Youth civic engagement: **31/35**



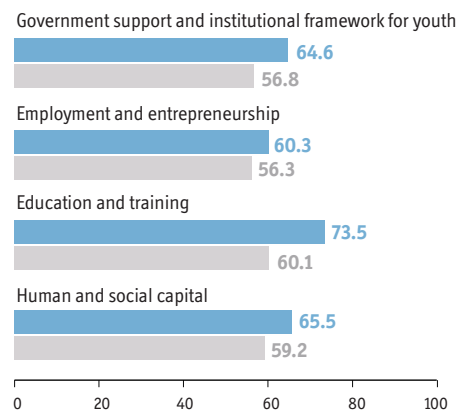
**O**n January 1st 2015 the Seoul metropolitan government launched its Youth Policy Division (청년정책담당관) with the aim of creating the political, economic and cultural environment in which youth policy can be easily adopted. The Youth Policy Division is looking to facilitate the social sustainability of young people and to establish a holistic youth policy through co-operating with the public. To this effect, it has set up the Seoul Youth Hub (<http://youthhub.kr/international>), the Seoul Youth Policy Network (<http://seoulyg.net/>) and the Seoul Start-up Centre (<http://2030.seoul.kr/>). In addition, Seoul provides programmes such as "Challenge 1000" to help young people succeed in entrepreneurship. The city does not collect any data on youth; employment data are available from Statistics Korea.

According to research by non-governmental organisations (NGOs), 23% of youths in Seoul suffer from housing problems. Specifically, lots of young people are living on rooftops, in basements or in other unconventional forms of housing. The low employment rate also contributes to youth hardship. Moreover, according to Statistics Korea, youth unemployment in Seoul currently runs at 11%, which is the highest rate since the Asian financial crisis. However, it also mentions that the real unemployment rate could be as high as 20%, a discrepancy that comes from including the economically inactive population as employed for government reports.

According to the Korea Development Institute, regardless of the employment opportunities in various sectors, the high rate of youth unemployment is attributable to the high expectations of young people who hope to get a job in one of the big conglomerates and to their dependence on their parents. The biggest employment sectors are IT, retail, hospitality and finance, but there are no specific data on youth participation rates. There are opportunities being offered by the government, but they are implemented so inefficiently that the majority of young people disregard these policies.

## Seoul score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	24,546,481
City GDP per capita, 2014 (constant 2005 PPP, \$)	30,562
Estimated city youth population, 2014	4,663,831
National youth unemployment rate (%), 2014	9.6
National youth unemployment rate relative to adults, 2014	3.5

## CITY INSIGHT

The mayor of the Seoul metropolitan government, Park Won-soon, has dealt with the issue of youth unemployment on various occasions throughout his term. In 2013 he said: "In order to relieve youth from being severely unemployed, the government is planning to come up with comprehensive measures to grow the tourism industry that create lots of new jobs as well as providing youth with other economic opportunities." In addition, in 2015 he sympathised with the position in which young people are finding themselves, saying: "The youth generation are losing their dream and passion because they are in an infinite competition. It is time to change that."



# Shanghai, China

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>20</b>	<b>60</b>
1) Government support and institutional framework for youth	24	55
2) Employment and entrepreneurship	15	65
3) Education and training	=23	58
4) Human and social capital	17	64

## Strengths in the YES Index

Quality of employment opportunities for youth: =1/35

Depth of financing: =1/35

City real GDP growth rate: 4/35

Local government (city) support for youth: =4/35

## Opportunities in the YES Index

Migration: 35/35

Corruption: =29/35

Cost of living: 28/35

Local government (city) strategy on youth economic opportunities: =28/35

Entrepreneurship education: =28/35



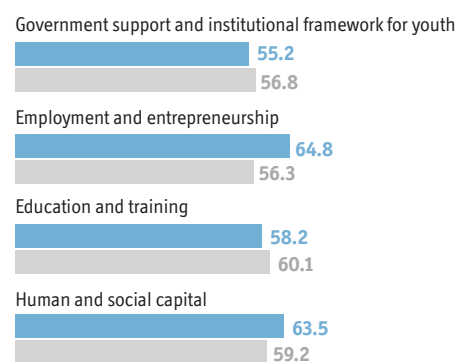
Since China is a unitary country, all municipal governments abide by the national policy. However, there is no concrete strategy for youth employment at the national level apart from general policy guidance acknowledging the importance of youth employment. Shanghai has a centre created by the government that oversees the implementation of its municipal programmes. Shanghai has a website ([www.shanghai.gov.cn](http://www.shanghai.gov.cn)), and the government collects statistics on education and demographics. There are four websites that work on youth employment: the Shanghai Municipal Government, the Department of Education of Shanghai, the Shanghai College Graduate Employment Centre and the Department of Human Resources and Social Security of Shanghai.

As China's financial capital, Shanghai offers some of the best youth employment opportunities in the country. As a growing international city, Shanghai also provides good higher education and cosmopolitan exposure. However, China's hukou registration system, which limits opportunities based on an individual's place of birth, adds another layer of challenges to an already highly competitive environment. Graduates without local Shanghai hukou miss out on job opportunities and social benefits. Fierce competition among the highly educated means that employers have the upper hand in choosing good candidates; students without the right hukou or with less desirable qualifications face difficulties in finding suitable jobs. The main industries in Shanghai are finance, services, manufacturing, telecommunications, software and high-tech. Although China's economy is slowing, the long-term prospects for these industries are still promising, as many believe there is still growth for labour productivity and the Chinese government is supportive of investment in innovative growth models.

As the largest financial centre in China, Shanghai has solid growth, prosperity and investment opportunities. However, youth employment remains an issue in the city, which has one of the largest populations of college graduates in China. Financial and governmental welfare for the young is insignificant or non-existent. Also, it is common for Chinese parents to support their children until they become financially independent. The Shanghai government has begun to be more active in addressing youth employment issues, although policies are still incipient. Non-governmental organisations (NGOs) are beginning to facilitate the government's efforts in addressing these issues and are providing much-needed job and leadership skills training for Shanghai's youth.

## Shanghai score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	22,985,719
City GDP per capita, 2014 (constant 2005 PPP, \$)	23,961
Estimated city youth population, 2014	4,597,144
National youth unemployment rate (%), 2014	10.5
National youth unemployment rate relative to adults, 2014	2.8

## CITY INSIGHT

Shanghai city has a specific department, called the Student Employment Centre, which is a subsidiary under the Department of Education. This department collaborates with the Department of Human Resources and Social Security in Shanghai to facilitate employment for college graduates. The Student Employment Centre's website ([www.firstjob.com.cn](http://www.firstjob.com.cn)) lists job opportunities and the services the centre provides.

# Singapore, Singapore

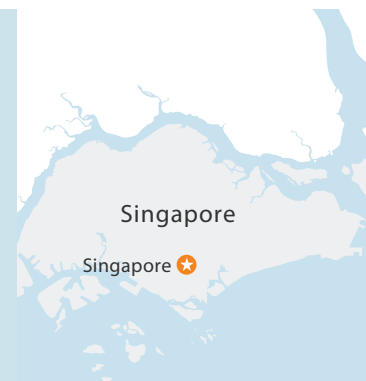
YES Index - Overall score	2015 rank out of 35	2015 score out of 100
	<b>4</b>	<b>76</b>
1) Government support and institutional framework for youth	=7	78
2) Employment and entrepreneurship	1	75
3) Education and training	7	83
4) Human and social capital	7	69

## Strengths in the YES Index

Corruption: <b>1/35</b>
Government effectiveness: <b>1/35</b>
Quality of industrial relations: <b>1/35</b>
Entrepreneurship education: <b>1/35</b>
Quality of employment opportunities for youth: <b>=1/35</b>
Legal and regulatory environment for business: <b>=1/35</b>
Quality of infrastructure: <b>=1/35</b>
Depth of financing: <b>=1/35</b>
Access to technology: <b>=1/35</b>
Early childhood development programmes: <b>=1/35</b>
Quality of healthcare: <b>=1/35</b>
Safety: <b>=1/35</b>

## Opportunities in the YES Index

Cost of living: <b>35/35</b>
Migration: <b>33/35</b>
Youth optimism about their economic future: <b>32/35</b>



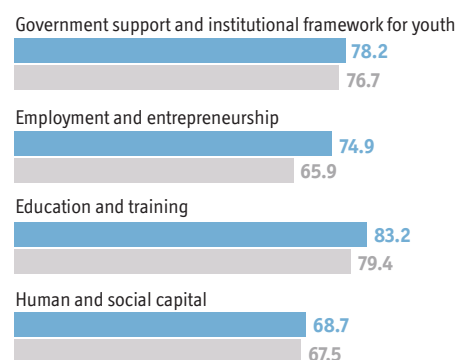
Singapore has no dedicated youth policy per se, although it established the National Youth Council (NYC) in 1989, which is a government agency in charge of youth co-ordination under the Ministry of Culture, Community and Youth. The NYC runs Youth Corps Singapore, Outward Bound Singapore (OBS) and the Youth Expedition Project, which are programmes that focus on leadership skills and creativity. Singapore's website ([www.gov.sg](http://www.gov.sg)) contains statistical reports, including the National Youth Survey (NYS), a time series study dealing with major concerns and issues of education and work as they affect youths in Singapore.

Singapore's key industries are environment and infrastructure solutions (energy, tourism infrastructure, etc), lifestyle businesses (such as fashion, food products and services), technology (aerospace, consumer electronics, media and media technology) and transport and logistics (aviation, oil and gas, ports, land transport, etc). Four industry clusters—diagnostics, speech and language technologies, membranes and additive manufacturing—have been identified under the Innovation Cluster Programme. There does not appear to be any discrimination against young people, and the working environment is safe. The Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) works with employer organisations, unions and the government to create awareness and facilitate the adoption of fair employment practices. Singapore also provides public healthcare, educational loans and scholarships to youth.

However, the cost of living in Singapore is high, and youth have cited this as a top concern in a 2014 poll conducted in the city (Mass Media Research survey). Moreover, more than 60% of the youth surveyed have considered moving abroad to realise their employment and education objectives.

## Singapore score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	5,517,102
City GDP per capita, 2014 (constant 2005 PPP, \$)	67,177
Estimated city youth population, 2014	1,103,420
National youth unemployment rate (%), 2014	11.7
National youth unemployment rate relative to adults, 2014	5.1

## CITY INSIGHT

SPRING Singapore, an agency under the Ministry of Trade and Industry, provides schools with grants of up to S\$10,000 (about US\$7,350) to put in place a comprehensive, structured entrepreneurship learning programme for their students. The Young Entrepreneurs Scheme for Schools (YES! Schools), which started in 2008 with funding of S\$4.8m, is primarily available to junior colleges, centralised institutes and secondary schools, although primary schools may be considered. Proposals to establish a programme are evaluated according to five criteria: entrepreneurship and innovative elements; holistic approach; hands-on (experiential) learning component; reach of project; and mentors.

# Sydney, Australia

YES Index - Overall score	2015 rank out of 35	2015 score out of 100
	<b>9</b>	<b>72</b>
1) Government support and institutional framework for youth	13	68
2) Employment and entrepreneurship	11	66
3) Education and training	8	83
4) Human and social capital	3	71

## Strengths in the YES Index

- Quality of education: **1/35**
- Quality of employment opportunities for youth: **=1/35**
- Legal and regulatory environment for business: **=1/35**
- Quality of infrastructure: **=1/35**
- Depth of financing: **=1/35**
- Access to technology: **=1/35**
- Access to financing for tertiary education: **=1/35**
- Quality of healthcare: **=1/35**

## Opportunities in the YES Index

- Cost of living: **34/35**
- City real GDP growth rate: **30/35**
- Quality of industrial relations: **30/35**

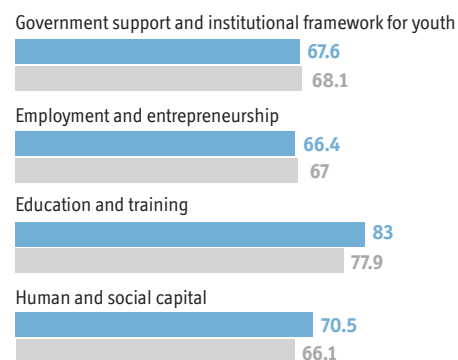


Sydney does not have a city strategy on youth economic opportunities per se. However, the city benefits from the National Strategy for Young Australians, which articulates the Australian government's aspirations for young people (aged 12-24) and identifies education and employment as key focus areas. Sydney's youth programmes also implement some of the initiatives in the national strategy, although there is no policy document connecting local and national plans. Sydney's website ([www.cityofsydney.nsw.gov.au](http://www.cityofsydney.nsw.gov.au)) contains statistical reports and provides demographic information, including on employment, education and young people who are neither working nor in school.

There is strong support for youth at the national level. The Office for Youth supports policy development, implementation and interdepartmental co-ordination in areas that affect young people. Public healthcare, educational loans and scholarships are also available. At the local level, community centres offer job-skills training programmes for young people, and there are youth networks. The informal sector is virtually non-existent, and the safety environment is strong. However, challenges include a lack of local government support and the evaluation of programmes as well as discrimination against minorities.

## Sydney score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	4,472,340
City GDP per capita, 2014 (constant 2005 PPP, \$)	43,105
Estimated city youth population, 2014	849,745
National youth unemployment rate (%), 2014	12.3
National youth unemployment rate relative to adults, 2014	2.9

## CITY INSIGHT

An initiative from the Sydney Widening Participation in Higher Education Forum, the Bridges to Higher Education programme was founded in 2011 to address higher education participation and completion rates in New South Wales (NSW). With an operating grant of \$21.2m (US\$15.6m at current exchange rates), the Bridges programme is supported by Sydney's five leading universities and partners with over 100 primary and secondary schools, as well as 30 domestic organisations. The programme, which primarily targets the youth of Sydney and NSW as well as underserved populations, seeks to increase the enrolment of students from low socioeconomic backgrounds to 20% and completion rates for citizens between 25-35 years of age to 40% by 2025. Since opening, the Bridges project has increased academic preparedness, awareness and access to higher education possibilities, school community capacity, and Aboriginal outreach.

# Taipei, Taiwan

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>11</b>	<b>70</b>
1) Government support and institutional framework for youth	11	73
2) Employment and entrepreneurship	6	69
3) Education and training	12	75
4) Human and social capital	16	64

## Strengths in the YES Index

- Cluster development: **1/35**
- Local government (city) data collection and evaluation of youth programmes: **=1/35**
- Presence and effectiveness of youth networks: **=1/35**
- Depth of financing: **=1/35**
- Access to technology: **=1/35**
- Access to financing for tertiary education: **=1/35**

## Opportunities in the YES Index

- Youth civic engagement: **35/35**
- Youth optimism about their economic future: **33/35**
- Quality of education: **=26/35**



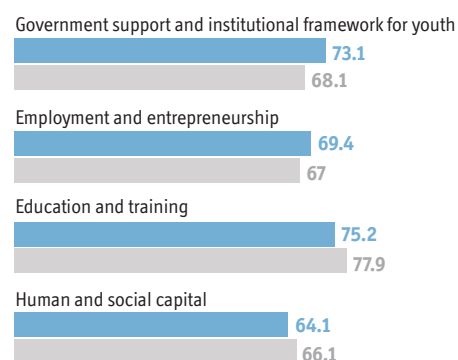
The Taipei City Department of Labour is responsible for tackling the issue of youth employment. Under the department operates a special unit, called the Taipei City Employment Service Office, which in turn is responsible for the Taipei Youth Career Development Centre. The latter was established to implement specific economic strategies to deal with youth employment, entrepreneurship and education. Taipei's city government considers the issue of youth employment to be an important economic issue and directly supervises the programme. This city strategy combines with the national strategy on youth employment and is a collaborative effort between the ministries of labour and the economy. The national strategy consists of a variety of specific policies and programmes, including the provision of different job training sessions for first-time young job seekers in different regions in Taiwan. Taipei's labour department directly oversees the Youth Salon Taipei programme. Two additional programmes that focus on entrepreneurship are Youth Employment Dreams and Youth Entrepreneurship Employment Dreams.

Job opportunities for young people in Taipei are in the high-tech, finance, manufacturing and tourism sectors. However, because of the 22k policy—the figure young graduates were expected to earn in the wake of the 2008 financial crisis—many firms now use NT\$22,000 (about US\$700 at current exchange rates) as a starter salary for university leavers. This has forced many young people in Taipei to work multiple jobs in order to cover living expenses, leading to significant underemployment. On the macro level, Taipei has experienced economic stagnation and decline owing to competition from its Asian neighbours. The political standoff between Taiwan and Mainland China is causing uncertainties regarding the region's economic and political future, and these uncertainties affect the economic opportunities of the country's youth. The signing of the Economic Co-operation Framework Agreement (EFCA) between Taiwan and Mainland China offers a temporary solution to the economic stagnation in Taipei, and in Taiwan as a whole. But unless Taiwan finds an alternative innovative growth model, the lack of economic opportunities will remain a problem for the young in Taipei.

Within Taiwan, Taipei has the highest youth unemployment rate, nearly three times higher than the national average. Young people, especially those between the ages of 15 and 19, have poor prospects as far as job stability and a good income are concerned. The newly elected mayor of Taipei seems determined to tackle youth employment issues. Coupled with a strong non-governmental organisation (NGO) presence, Taipei will become better equipped to provide support for young people. However, given its uncertain economic and political outlook, it is difficult to predict whether the youth employment situation will improve in the near future.

## Taipei score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	6,944,958
City GDP per capita, 2014 (constant 2005 PPP, \$)	48,181
Estimated city youth population, 2014	1,388,992
National Youth unemployment rate (%), 2014	12.5
National youth unemployment rate relative to adults, 2014	3.6

## CITY INSIGHT

Affordable housing is a key concern for Taipei's youth. Rising house prices, coupled with stagnant wages, make it difficult for young people to move out of their parents' homes. According to the Global Property Guide, it would take an average home buyer 15 years' worth of income to buy a home. Moreover, rental prices remain high. The Taipei mayor, Ko Wen-je, has stated: "The youth in Taipei have increasing difficulties in finding affordable housing, yet Taipei has a high rate of empty houses at 8%."

# Europe



# Istanbul, Turkey

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>26</b>	<b>56</b>
1) Government support and institutional framework for youth	16	64
2) Employment and entrepreneurship	23	55
3) Education and training	31	52
4) Human and social capital	32	51

## Strengths in the YES Index

- Employment growth: **1/35**
- Presence and effectiveness of youth networks: **=1/35**
- Local government (city) support for youth: **=4/35**

## Opportunities in the YES Index

- Availability of parks, sports and cultural activities for youth: **34/35**
- Gender inequality: **33/35**
- Government effectiveness: **=32/35**



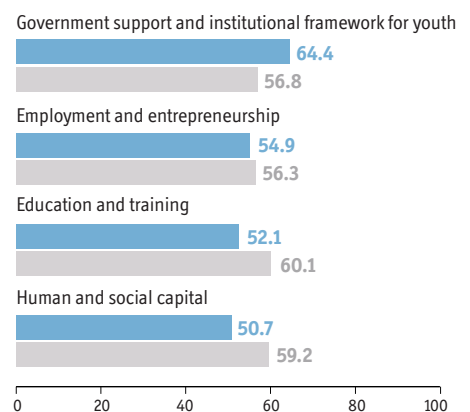
The city of Istanbul does not have its own specific youth economic development strategy. Issues related to youth development, in particular employment and business policies, appear to be centralised within the Turkish national government's National Youth and Sports Policy of 2013, which the city follows. The national five-year plan includes youth development, as well as targets for employment and education. The city tracks some key data with respect to youth employment and uses these in formulating programmes designed to address youth unemployment ([www.ibb.gov.tr/en-US](http://www.ibb.gov.tr/en-US)).

Like many cities across the region, Istanbul is facing a rising level of overall unemployment. Rates for youth unemployment in particular are high in Turkey, and although Istanbul is no exception, its working-age youth have fared better than in other cities in the country. Istanbul is the centre of commerce, trade and finance in Turkey, and many young people are drawn to the city for the opportunities it offers in government-supported education and vocational training. However, young people on low incomes in the city face higher barriers to employment, especially full-time living wages.

Istanbul youth often face the challenge of lacking the skills that match the needs of higher-wage jobs, forcing many without full-time work to seek employment in the informal sector. Industry and manufacturing are large employers for such individuals, but jobs in the commercial, financial and banking sectors are also on the rise in Istanbul as it continues to draw interest from Europe, Asia and the Middle East. Hospitality and tourism are also drivers of growth in Istanbul's economy, with the government investing substantially in these areas. The municipal government has seen the need to address youth issues with young people at the table and has designed some modest initiatives to increase youth participation in civic planning.

## Istanbul score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	13,752,610
City GDP per capita, 2014 (constant 2005 PPP, \$)	25,870
Estimated city youth population, 2014	3,438,153
National youth unemployment rate (%), 2014	19.4
National youth unemployment rate relative to adults, 2014	2.4

## CITY INSIGHT

Toplum Gönüllüleri Vakfı (TOG, Community Volunteers Foundation) is a youth-led foundation and volunteer corps that works in several areas of youth development in Istanbul and elsewhere in Turkey, including projects focused on youth unemployment. The volunteers work to increase rates of civic engagement and also lead research initiatives into problems affecting young people and publish reports.

# London, UK

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>8</b>	<b>74</b>
1) Government support and institutional framework for youth	1	92
2) Employment and entrepreneurship	10	69
3) Education and training	18	68
4) Human and social capital	8	68

## Strengths in the YES Index

Local government (city) strategy on youth economic opportunities: **=1/35**

Local government (city) support for youth: **=1/35**

Local government (city) data collection and evaluation of youth programmes: **=1/35**

Presence and effectiveness of youth networks: **=1/35**

Depth of financing: **=1/35**

Access to technology: **=1/35**

## Opportunities in the YES Index

Cost of living: **31/35**

City real GDP growth rate: **22/35**

Access to financing for tertiary education: **=21/35**



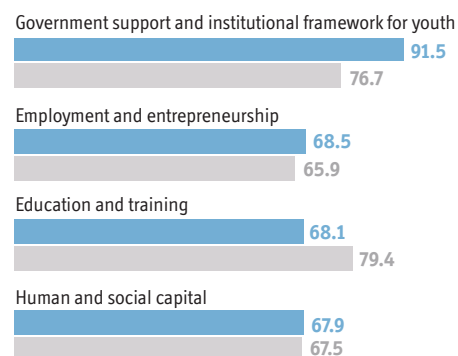
Economic opportunities for young people in London are first and foremost organised at the national level. The UK Department for Education is the main body responsible for formulating youth strategy. Policy is mainly set at the start of a new political term, with the latest strategy papers published in 2010-11. Policy by the new Conservative government following the general election on May 7th 2015 will be instrumental for the way in which the UK government approaches youth economic opportunities in the next five years. One pledge is the creation of 3m apprenticeships before 2020. London itself formulates some strategic priorities for young people. The overarching body in this respect is the Greater London Authority (GLA) (<https://www.london.gov.uk/mayor-assembly/gla>), with the schools and education section forming one of the mayor's priorities. The mayor's youth strategy for London, "Young Londoners, Successful Futures" (2010), is mainly targeted at preventing youth crime, but also lists creating more high-quality apprenticeships as one of its priorities. However, the GLA has no specific statutory powers in education and children's services.

The Office for National Statistics reports that 13.2% of all 16-24-year-olds in the UK were not in education, employment or training at the end of 2014, and that some young people remain out of education or work for long periods. According to the same statistics, nearly half of this age group were seeking employment. As a general response, the UK's youth policy aims to prevent young people from being pushed to the margins and to create the conditions for balanced and sustainable growth in the wider economy. More specifically, the UK government wishes to raise educational attainment in school and beyond; support local partners to achieve full participation for 16-17-year-olds; encourage and incentivise employers to recruit young people by offering more apprenticeships; ensure that work pays; and put in place the Youth Contract, a government scheme to help unemployed 18-24-year-olds find work.

Sectors that are important for London's economy and will continue to be so are above all financial services, but other sectors, such as pharmaceuticals and private healthcare, digital, media and technology, tourism, retail and fashion, property, electronics, manufacturing, construction, insurance and the legal profession will also continue to provide employment opportunities. The main opportunities that London offers include a flexible labour market and a wide range of safe jobs and education opportunities at different levels. The newly introduced emphasis on apprenticeships, internships and vocational training to help match young people's skills with the labour market's demands is likely to bring down unemployment figures in the next few years. In addition, young people are well represented in decision-making processes and can seek (legal) support and trade union representation in case of conflict. Some of the main challenges include a skills mismatch (employers are looking for mid-level technical qualifications), discrimination of certain ethnic groups and minorities, and the relative lack of permanent, full-time and secure jobs. A London-specific problem is that the national minimum wage is low relative to the higher costs of living in the capital, and this affects young people in particular.

## London score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	12,724,397
City GDP per capita, 2014 (constant 2005 PPP, \$)	55,295
Estimated city youth population, 2014	2,290,391
National youth unemployment rate (%), 2014	19.2
National youth unemployment rate relative to adults, 2014	3.6

## CITY INSIGHT

In 2010 the Greater London Authority (GLA) set up the London Apprenticeship Campaign, which led to the creation of over 40,000 apprenticeships in one year—twice the original target: from 20,000 apprenticeships in 2009-10 to 40,000 apprenticeships in 2010-11. The OECD uses the London case as an example and summarises the main reasons for success as follows: public-sector involvement; high ambitions set out in a clear plan; successful partnerships with employers; quality of apprenticeships; singling out growing and strong sectors; and maintaining relationships to make schemes sustainable.

# Madrid, Spain

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>12</b>	<b>70</b>
1) Government support and institutional framework for youth	9	76
2) Employment and entrepreneurship	=18	60
3) Education and training	9	77
4) Human and social capital	=11	66

## Strengths in the YES Index

Presence and effectiveness of youth networks: =1/35

Depth of financing: =1/35

Access to financing for tertiary education: =1/35

## Opportunities in the YES Index

City real GDP growth rate: 34/35

Youth civic engagement: 32/35

Entrepreneurship education: =31/35



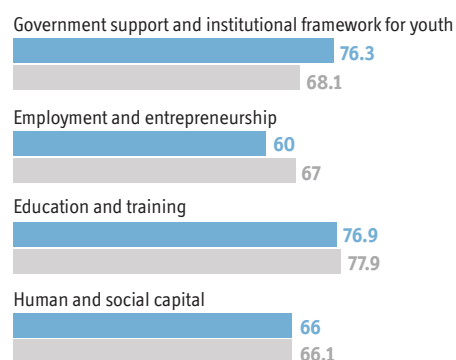
Between 2006 and 2009 Madrid had a specific youth policy, the Plan Joven, but the economic problems and the budget deficit that the city had to tackle in the wake of the 2008 global economic crisis reduced these initiatives significantly. The city is now considering a second Plan Joven II. Another policy programme, the Youth Employment Plan, ran from 2011 to 2013 and was targeted specifically at unemployed youth aged 16-24 registered in Madrid, with no particular minimum educational level. The city offered training, information and mentoring, as well as support to start a company and to find employment. A revised plan has been approved for 2015-16, along with contracts with private-sector placement agencies. However, Madrid's youth also depends on additional national government incentives. Some non-governmental organisations (NGOs) in Madrid, several of which are funded by the local government, are active in the youth employability and entrepreneurship space, such as Norte Joven and Ciudad Joven. There are also business networks, such as AJE Madrid, an association of young entrepreneurs, which contribute to improving young people's success in entrepreneurship. Moreover, the city has an active website, www.madrid.es, which has a section devoted to youth.

As the country's capital, it is an important administrative hub and a strong economic centre. Key sectors include services (banking, insurance, telecommunications) and construction. After a recent period of recession Spanish GDP grew by 2.6% in the first quarter of 2015, and Madrid's GDP growth is expected to be similar. This is a significant growth rate that supports a more favourable employment trend, including for young people. Unemployment in Madrid was 53.1% for those aged 16-24 in 2014. Despite some economic improvement in the city, the main challenge for youth in Madrid, as for Spanish youth in general, is employability and instability. The informal sector is relatively sizeable, and short-term contracts are estimated to account for 70% of all youth employment. Under these circumstances it is not surprising that unemployment benefits do not reach a significant percentage of youth, given the minimum amount of time to be eligible for such benefits.

Even so, and despite the lack of a foreseeable structural change in youth unemployment, living conditions are improved by the existence of public healthcare. Public universities are also relatively inexpensive at €1,320 (US\$1,450 at current exchange rates) per year on average, and education loans are accessible. The unemployed also benefit from free public transport and free entrance to museums and other cultural sites.

## Madrid score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	6,469,298
City GDP per capita, 2014 (constant 2005 PPP, \$)	36,269
Estimated city youth population, 2014	905,702
National youth unemployment rate (%), 2014	58.2
National youth unemployment rate relative to adults, 2014	2.4

## CITY INSIGHT

One of the most active programmes offering youth economic opportunities is Madrid Emprende, a city-level initiative that offers several services to entrepreneurs. Although not specifically youth-oriented, the programme provides office space, mentoring, information on how to register and launch a company, assistance with business plans and networking, and access to seed capital. Moreover, the programme works closely with Youth Business Madrid, an organisation that aims to support, through training, financing and mentoring, 18-35-year-olds to create their own business.



# Moscow, Russia

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>19</b>	<b>61</b>
1) Government support and institutional framework for youth	23	58
2) Employment and entrepreneurship	32	49
3) Education and training	10	76
4) Human and social capital	20	62

## Strengths in the YES Index

Access to financing for tertiary education: =1/35

Early childhood development programmes: =3/35

Local government (city) support for youth: =4/35

## Opportunities in the YES Index

Government effectiveness: 35/35

Cluster development: 34/35

Corruption: =34/35



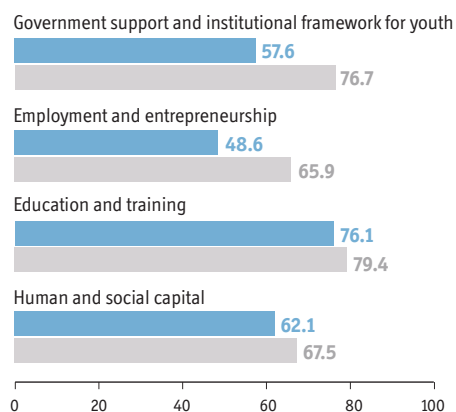
Moscow's main programme targeting youth economic opportunities is linked to a wider federal programme focused on developing education. One of the main problems with the education system currently is that, while education levels are fairly high, the system often fails to provide the skills that are required by businesses. The medium-term education strategy at the city level (2012-18) has the stated goal of creating (through education) the conditions necessary for residents of the city to achieve personal success. It is divided into four sub-programmes: general education; professional education; further education and professional training; and development of the system of education. A description of the programme, with budgets and progress reports, is available on the website of the city's Department for Education, <http://dogm.mos.ru/gosprogramma/>.

The Skolkovo Innovation Centre, run by the Skolkovo Foundation, is designed to promote entrepreneurship and innovation. The foundation also has a graduate research university, and tax incentives include exemptions from profit tax, value-added tax (VAT) except on imports of goods, and corporate profit tax. The city hosts several youth organisations and forums, but young people often have difficulties finding stable employment. For many graduates in Russia it can take several months to find a job, and those that do frequently have no contract with their employer. Young people often have to take on several jobs in order to make ends meet and are resigned to moving from one job to another at short intervals—often doing work that does not match their qualifications.

Moscow's major industries include machine building, metalworking, oil refining, publishing, brewing and filmmaking, as well as the manufacture of machine tools, precision instruments, building materials, automobiles, trucks, aircraft, chemicals, wood and paper products, textiles, clothing, footwear and soft drinks. Manufacturing and engineering declined in the post-Soviet period and have been largely replaced by service activities. However, Moscow remains the largest industrial centre in Russia, and many factories are small, long-established plants that produce highly specialised items. Young people are becoming increasingly interested in charity work and volunteering. They see theft, poverty and abuse of power as modern Russia's most troubling problems. The demographic deficit that Russia experienced in the 1990s means that there could soon be a demand for young people in the labour force, particularly in the retail sector. According to some experts, retail has the potential to attract young people based on its wide range of professions, reflecting the broad spectrum of knowledge that they gain through the education system.

## Moscow score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	12,045,355
City GDP per capita, 2014 (constant 2005 PPP, \$)	57,177
Estimated city youth population, 2014	1,927,257
National youth unemployment rate (%), 2014	14.8
National youth unemployment rate relative to adults, 2014	3.0

## CITY INSIGHT

In 2014 the city hosted the Students for the Advancement of Global Entrepreneurship (SAGE) World Cup, a tournament for teenage youth to demonstrate their entrepreneurial skills. SAGE's mission is "to help create the next generation of entrepreneurial leaders whose innovations and social enterprises address the major unmet needs of our global community". University student mentors and business consultants work together with teenage youth to use their school learning to become self-reliant, create wealth and help others. Teams from 16 countries took part of the SAGE World Cup, and the keynote speaker at the awards ceremony was Ndaba Mandela, the grandson of Nelson Mandela.

# Warsaw, Poland

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>16</b>	<b>62</b>
1) Government support and institutional framework for youth	21	58
2) Employment and entrepreneurship	20	59
3) Education and training	17	70
4) Human and social capital	21	61

## Strengths in the YES Index

Income inequality: **2/35**  
 Early childhood development programmes: **=3/35**  
 Cost of living: **9/35**  
 Quality of employment opportunities for youth: **=9/35**

## Opportunities in the YES Index

Entrepreneurship education: **34/35**  
 Youth civic engagement: **34/35**  
 Cluster development: **32/35**



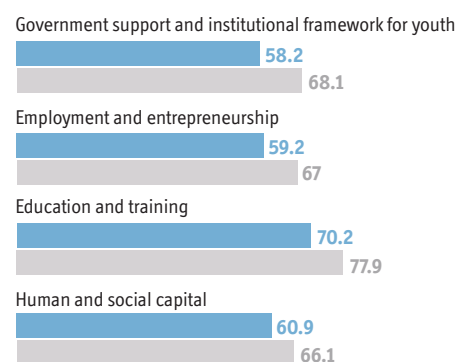
Warsaw does not have an overall youth economic strategy, but it has an education development programme for the years 2013-20. This is described as sharing a vision with key strategic initiatives at the national level, including the Human Capital Development Strategy and the Social Capital Development Strategy. The overarching goal of the programme is to improve the quality and competitiveness of human and social capital, which is broken down into specific indicators. The city's Bureau of Education publishes reports detailing the realisation of strategies on its website (<http://edukacja.warszawa.pl/o-nas/informacje-o-realizacji-zadan>). The main labour market programme at the national level is the Youth Guarantee, which is part of an EU-wide initiative, but there is no equivalent programme at the city level. Policies include wage subsidies for private employers for offering jobs to university-level graduates, as well as subsidies and preferential loans for start-ups and entrepreneurs.

Key industries in the city include insurance, telecommunications, pharmaceuticals, construction, food processing, direct outsourcing, shared service and IT. Warsaw is also the largest academic centre and most important destination for research and development (R&D) in the country.

The economic situation for young people in Warsaw is fragile. Many are employed on fixed-term contracts and end up moving from employer to employer or become unemployed after one or two years. Others are employed under civil-code contracts that carry significantly reduced social protection rights. A three-year study of young graduates doing temporary work found that only 10.7% of them went on to permanent employment. The situation is better for those with higher educational attainment.

## Warsaw score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	3,120,467
City GDP per capita, 2014 (constant 2005 PPP, \$)	45,494
Estimated city youth population, 2014	530,479
National youth unemployment rate (%), 2014	28.4
National youth unemployment rate relative to adults, 2014	3.2

## CITY INSIGHT

The University of Warsaw topped the Perspektywy University Ranking 2014, after coming second in the previous two years. While this is good news on the face of it, it leads to a structural mismatch between the labour market and the education system. Polish universities produce more educated people than the economy needs, with the result that the value of university diplomas has become diminished and young graduates are faced with the choice of either seeking work abroad or taking insecure work in the form of a fixed-term or civil-code contract.

# Latin America



# Bogotá, Colombia

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>32</b>	<b>50</b>
1) Government support and institutional framework for youth	28	49
2) Employment and entrepreneurship	30	49
3) Education and training	30	53
4) Human and social capital	31	51

## Strengths in the YES Index

Youth optimism about their economic future: **3/35**

Quality of industrial relations: **11/35**

City real GDP growth rate: **12/35**

## Opportunities in the YES Index

Income inequality: **33/35**

Adolescent fertility rate: **32/35**

Safety: **32/35**

Depth of financing: **=32/35**



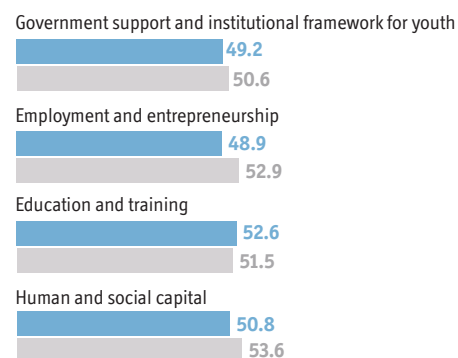
The Colombian government is developing programmes to enhance youth economic opportunities, but there is as yet no comprehensive economic strategy in place at the national or Bogotá-city level. A critical issue for young people is social integration, so current programmes are more focused on promoting this through social, athletic and educational opportunities and ensuring rights and access to services. The city of Bogotá's website ([www.bogota.gov.co](http://www.bogota.gov.co)) contains some information about youth, but there is no dedicated section providing details about youth economic opportunities. Young people between the ages of 14 and 25 account for 23% of Bogotá's residents, but of these 28% are not included in the public healthcare system because they either work in informal jobs or are not participating in the economy at all.

Colombia's economy has experienced many years of growth, and this has contributed to a stronger working environment. In March 2015, unemployment was at its lowest level in 15 years. However, youth unemployment remains above the national average. Young workers between the ages of 14 and 28 represented 51% of the total pool of unemployed workers.

Government-supported programmes provide job-skills training and internship opportunities, but these are often in low-skilled industries such as call centres and valet parking. Discrimination exists against women, indigenous populations and Afro-Colombians. Civil conflict also affects the environment for youth economic opportunities, as violence and personal safety are concerns for young people.

## Bogotá score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	9,529,450
City GDP per capita, 2014 (constant 2005 PPP, \$)	17,414
Estimated city youth population, 2014	2,572,952
National youth unemployment rate (%), 2014	20.7
National youth unemployment rate relative to adults, 2014	2.5

## CITY INSIGHT

The Instituto para la Economía Social (IPES), based in Bogotá, implemented a call-centre training programme for student victims of the armed conflict in 2014 and 2015. As of April 2015, 450 students had graduated from the 1,320-hour programme that teaches skills such as customer services, business English and ethics. According to the director, 100 students had been placed in private-sector companies.

# Buenos Aires, Argentina

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>27</b>	<b>55</b>
1) Government support and institutional framework for youth	12	68
2) Employment and entrepreneurship	35	42
3) Education and training	=28	53
4) Human and social capital	24	57

## Strengths in the YES Index

Local government (city) strategy on youth economic opportunities: **=4/35**

Local government (city) data collection and evaluation of youth programmes: **=7/35**

Cost of living: **=7/35**

## Opportunities in the YES Index

City real GDP growth rate: **35/35**

Cluster development: **35/35**

Access to financing for tertiary education: **35/35**



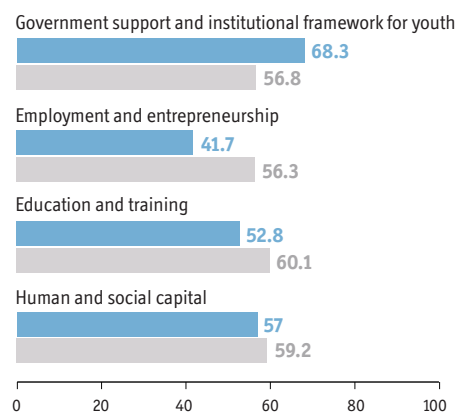
**B**uenos Aires has a dedicated youth economic strategy called Estrategia Joven, which outlines government policy towards young people aged 16 to 29. The policy aims to improve employment and educational opportunities for young people in the city of Buenos Aires and to facilitate their transition from education to work. The Buenos Aires city website has a landing page ([www.buenosaires.gov.ar/bajoven](http://www.buenosaires.gov.ar/bajoven)) dedicated to youth issues, including education and employment.

The city government invests in active labour market programmes. The local Ministry of Work runs the PREBA Joven programme, which connects non-governmental organisations (NGOs) working in youth employability with employers in the private sector. PREBA Joven can provide funds of up to \$70,000 (about US\$7,670 at current exchange rates) over a period of 30 months to firms that hire youth.

The employment environment is still weak, as 63.3% of young people in Buenos Aires are generally employed in the “precarious sector”, according to a youth programme evaluation document. This implies that workers are either in informal jobs or lack job security and access to benefits.

## Buenos Aires score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	15,006,100
City GDP per capita, 2014 (constant 2005 PPP, \$)	25,839
Estimated city youth population, 2014	3,610,464
National youth unemployment rate (%), 2014	17.7
National youth unemployment rate relative to adults, 2014	3.1

## CITY INSIGHT

Since 2012, the city of Buenos Aires runs a program for young professionals “Programa Jovenes Profesionales”, aimed at training the next generation of municipal civil service and leaders. The program recruits youth 24-28 years old with college degrees and IT skills. It consists of a 9-month training and work experience rotating in different departments of the city movement. Those young professionals that have high level of performance are hired to lead projects.

# Lima, Peru

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>30</b>	<b>53</b>
1) Government support and institutional framework for youth	29	48
2) Employment and entrepreneurship	22	57
3) Education and training	32	51
4) Human and social capital	=25	57

## Strengths in the YES Index

Youth optimism about their economic future: **1/35**  
 Employment growth: **8/35**  
 Quality employment opportunities for youth: **=9/35**

## Opportunities in the YES Index

Private sector involvement in training: **35/35**  
 Cluster development: **33/35**  
 Quality of industrial relations: **32/35**



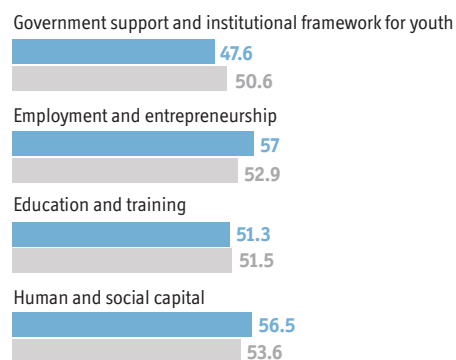
At the national level, Peru is challenged to find the right balance between promoting employment for young workers and preserving their social benefits. In January 2015 Congress repealed its Youth Labour Law, which it had passed in the previous month, because young workers and their advocates protested that incentives offered to the private sector had significantly diminished their rights. In Lima, the local government has not yet formulated a youth economic plan. The municipal government's website ([www.munlima.gob.pe](http://www.munlima.gob.pe)) contains little information about programmes to promote youth. The first national survey of young people was conducted in 2012 and included significant data on education, employment and demographics for Lima.

The environment for youth economic opportunities in Lima remains challenging. Nearly 70% of Peruvians are employed in the informal sector. Underemployment, which was about 12% in 2012, is high for the region. Youth unemployment was approximately 9% in 2013, compared with an overall unemployment rate of 3.9%.

Although Lima does not have a strategy, the local government is taking steps to help young people find jobs. Lima Joven Trabaja (Young Lima Works) is a city-led initiative that aims to improve employability in the shortest time possible by training young people who are entering the labour market. The programme also runs workshops, gives job-search advice and promotes job offers from partner companies.

## Lima score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	9,711,566
City GDP per capita, 2014 (constant 2005 PPP, \$)	16,365
Estimated city youth population, 2014	2,719,238
National youth unemployment rate (%), 2014	9.1
National youth unemployment rate relative to adults, 2014	3.4

## CITY INSIGHT

The focus on education is clear. PRONABEC is an agency under the Ministry of Education that offers scholarships and student loans for tertiary education. Since its creation in 2012 PRONABEC has awarded 2,332 scholarships, with 62.5% of them going to women. Although a national programme, eligible institutions funded through PRONABEC are predominantly located in Lima, which creates relocation opportunities for educated youth within the country and supports local students in the capital. Furthermore, in July 2014 PRONABEC launched an additional 800 scholarships specifically linked to Lima-based academic institutions in a bid to increase enrolment in the fields of engineering, management and education.

# Mexico City, Mexico

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>=28</b>	<b>54</b>
1) Government support and institutional framework for youth	17	64
2) Employment and entrepreneurship	25	54
3) Education and training	27	54
4) Human and social capital	=34	44

## Strengths in the YES Index

Local government (city) data collection and evaluation of youth programmes: **=1/35**

Local government (city) strategy on youth economic opportunities: **=4/35**

Quality of employment opportunities for youth: **=9/35**

## Opportunities in the YES Index

Quality of infrastructure: **=35/35**

Safety: **=33/35**

Corruption: **31/35**

Adolescent fertility rate: **31/35**



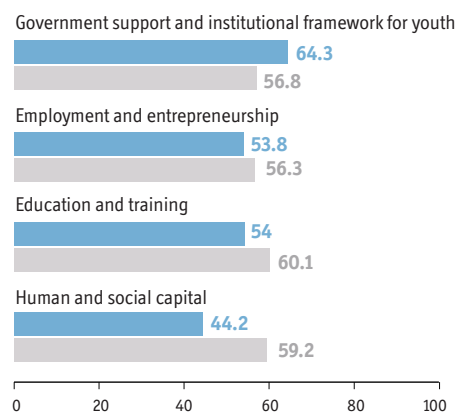
In 2000 the government of Mexico City passed the Law for Youth, which established principles for developing a youth plan for the city, including access to decent work with a living wage and training programmes. The Institute for Youth ([www.jovenes.df.gob.mx](http://www.jovenes.df.gob.mx)) is the city agency that runs youth economic programmes such as Jóvenes en Desarrollo and Jóvenes en Impulso. Policymakers and other stakeholders are calling for a revised youth law to reflect changes in the economic environment since 2000. Some feel that the law is obsolete and needs to address the individuality and diversity of today's young people. In 2014 the national government released an updated youth strategy that focuses on four main pillars: prosperity (education, employment and housing), welfare, participation and inclusion.

There are various entities, such as Kuepa or Cia de Talentos, which work with youth to provide training and private companies to connect them. There are also several universities (UNAM, Universidad Iberoamericana and ITAM) in Mexico City that provide internships and help with the job search.

Although the city has a youth economic policy and runs various intervention programmes, the economic situation for a large proportion of young people is challenging. Social and economic integration is a high priority, because according to the Institute for Youth, 19.3% of young people between the ages of 15 and 29 can be classified as "not in education or employment". Additionally, young people between the ages of 18 and 29 account for the largest share of the prison population, at 60% in 2010 (latest data available). Discrimination exists based on gender, ethnicity and age.

## Mexico City score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	20,830,161
City GDP per capita, 2014 (constant 2005 PPP, \$)	21,726
Estimated city youth population, 2014	5,832,445
National youth unemployment rate (%), 2014	9.2
National youth unemployment rate relative to adults, 2014	2.4

## CITY INSIGHT

The Institute of Youth run by the government of Mexico City manages a program Jóvenes en Desarrollo aimed to build social integration for vulnerable and at-risk youth. The programme aims to increase social participation by promoting education and social activities. Tutors and mentors work with young people to help them get job training (as well as soft skills such as teamwork and confidence). Youth can remain three years in the program with the aim that they enter the job market or continue their education at the end.

# Panama City, Panama

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>24</b>	<b>56</b>
1) Government support and institutional framework for youth	22	58
2) Employment and entrepreneurship	27	53
3) Education and training	22	61
4) Human and social capital	30	53

## Strengths in the YES Index

Presence and effectiveness of youth networks: **=1/35**

Access to financing for tertiary education: **=1/35**

Cost of living: **3/35**

## Opportunities in the YES Index

Access to technology: **35/35**

Adolescent fertility rate: **34/35**

Availability of parks, sports and cultural activities for youth: **32/35**;

Entrepreneurship education: **=32/35**



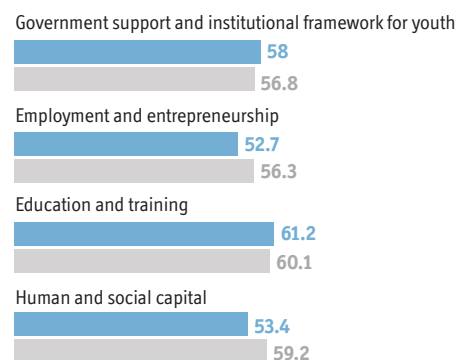
The government of Panama has a national policy, Política Pública de Juventud de Panamá, which is specifically designed for young people and includes a youth economic strategy. Although the policy covers a wide range of fundamental issues and strategic goals related to youth development—such as health, education, non-discrimination and access to work, housing and credit, among others—it does not elaborate on how or by when these strategic objectives will be achieved, what mechanisms currently exist or need to be created to accomplish such goals, and which resources will be allocated to reach the outlined goals, and how. The local government of Panama City has a website (<http://mupa.gob.pa>), but it only provides basic information on the city (such as culture, sports, administrative services) and no specific statistics on youth or the city's population in general.

Panama has experienced significant economic growth in the last decade—ranging from 6% to 11% annually—which is considerably higher than the average growth for the Latin America and Caribbean region (2-3% annually). As the economic centre of the country, Panama City has particularly benefited from this growth. As such, there are more opportunities for young people—both educational and work-related—in Panama City than in other parts of the country.

Nonetheless, advances in the education sector have not kept pace with the country's rapid economic growth. There is an important gap between the educational achievements and the skillsets of young people and the market-relevant skills required by employers. As a result, nearly half of all employed youth (49%) are forced to seek jobs in the informal sector, where they receive lower salaries and fewer on-the-job training opportunities.

## Panama City score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	1,638,109
City GDP per capita, 2014 (constant 2005 PPP, \$)	27,503
Estimated city youth population, 2014	425,908
National youth unemployment rate (%), 2014	10.6
National youth unemployment rate relative to adults, 2014	3.8

## CITY INSIGHT

In November 2014 “Youth for a Panama without Poverty”, a forum for young people to exchange ideas on eradicating poverty in the country, took place for the very first time. The forum was organised by the Ministry of Social Development, the government of Panama City and a number of non-governmental organisations (NGOs). The representative of one of the participating NGOs, Voluntarios de Panamá, summed up the findings as follows: “Youth are a key factor [in the challenge of eradicating poverty]. Their energy, ideas and convictions are the engine that promotes solidarity.”



# São Paulo, Brazil

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>22</b>	<b>58</b>
1) Government support and institutional framework for youth	=19	61
2) Employment and entrepreneurship	=32	49
3) Education and training	19	64
4) Human and social capital	23	57

## Strengths in the YES Index

Migration: **1/35**  
 Local government (city) data collection and evaluation of youth programmes: **=1/35**  
 Youth optimism about their economic future: **9/35**

## Opportunities in the YES Index

Ease of opening a new business: **35/35**  
 Entrepreneurship education: **35/35**  
 City real GDP growth rate: **33/35**  
 Adolescent fertility rate: **33/35**  
 Employment growth: **=33/35**



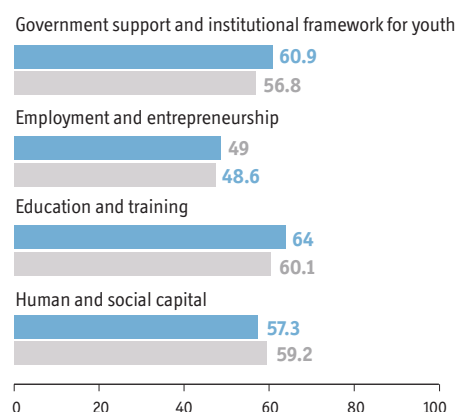
São Paulo's youth economic strategy is part of its wider social policy. Its youth strategy emphasises social inclusion and support for low-income youth, rather than offering a comprehensive approach that would include measures to promote youth participation in the labour market. The city has made an effort to improve the young population's technical skills through training, mostly in partnership with federal programmes. Nevertheless, even though they do include some economic and employment-related dimensions, the city's official programmes have mainly focused on social issues and political representation related to the social challenges that the city has been facing. The São Paulo co-ordination unit for youth-related policies reports directly to the city's human rights and citizenship secretariat. The city has set up a youth municipal council and organises a youth conference every four years. The city government has also been issuing a series of targets, although most economic targets are not specifically related to young people. There have been few initiatives to foster job creation and innovation that would favour the young labour force through special tax incentives for employers or other measures. The city does have a web site ([www.capital.sp.gov.br](http://www.capital.sp.gov.br)), and it publishes demographic, economic and financial statistics. In addition, it is in the process of preparing a Youth Map, with support from the University of Campinas (Unicamp), that will contain a series of indicators on youth in the city designed to help refine youth-oriented policies.

The city's economic profile has changed dramatically over the past decades. Services accounted for 82% of the city's GDP in 2012, compared with 74.5% in 1999. This has resulted in greater demand for skilled labour in the financial services, information technology and marketing sectors, which present great opportunities for young graduates (the city hosts the best universities and the best business schools). Meanwhile, the share of industry has continued to decline from 25.5% in 1999 to 18% in 2012, according to the Instituto Brasileiro de Geografia e Estatística, the national statistics institute.

São Paulo's youth strategy takes into account the contrasting reality of the city—a sprawling metropolis of 11.8m inhabitants (some 20m including the suburbs) with large opportunity gaps and socioeconomic and geographical as well as racial inequalities. Critics say that there are shortcomings to the government's approach, which lacks a proactive stance towards including the young workforce in the marketplace in a city that hosts the most competitive companies in the country (including scores of multinational companies), or towards supporting young entrepreneurs more actively.

## São Paulo score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	20,804,533
City GDP per capita, 2014 (constant 2005 PPP, \$)	20,738
Estimated city youth population, 2014	5,201,133
National youth unemployment rate (%), 2014	14.7
National youth unemployment rate relative to adults, 2014	3.1

## CITY INSIGHT

"There is greater access to technical schools and to universities than in the past ... but at the same time, there are indices of vulnerability among the youth." Mauricio Broinizi, executive secretary of Rede Nossa, São Paulo.

# Middle East and Africa



# Casablanca, Morocco

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>34</b>	<b>48</b>
1) Government support and institutional framework for youth	25	55
2) Employment and entrepreneurship	29	52
3) Education and training	35	36
4) Human and social capital	33	50

## Strengths in the YES Index

Local government (city) support for youth: **=4/35**

Safety: **=6/35**

Cost of living: **=7/35**

## Opportunities in the YES Index

Local government (city) data collection and evaluation of youth programmes: **35/35**

Early childhood development programmes: **35/35**

Quality of education: **34/35**

Private sector involvement in training: **34/35**

Migration: **34/35**



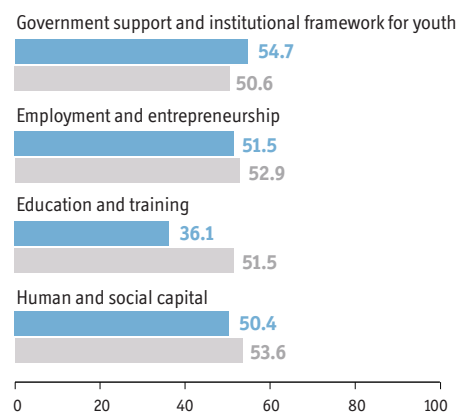
As Casablanca does not have its own specific youth policy, it abides by the national strategy. Morocco's national youth policy is long-term (2015-30) and covers a range of areas. The strategy has three main objectives: to ensure consistency of government action affecting youth; to strengthen quality investments for Moroccan youth; and to complete and strengthen existing sectoral strategies and plans. In turn, these objectives have four main pillars: increase employability and access to and quality of basic services for youth; promote youth participation in civic and social life and decision-making; promote respect for human rights; and strengthen the institutional mechanisms and governance issues. The national youth strategy is implemented, in part, by local agencies in every main Moroccan city (eg, ANAPEC and regional centres for investment, including Casainvest). Several privately funded non-governmental organisations (NGOs) in Casablanca are active in the youth employability and entrepreneurship space, including Injaz Al-Maghrib, Education for Employment (EFE) and Réseau Entreprendre.

With most of Morocco's industrial activity and services concentrated in the city, Casablanca offers more—but still insufficient—employment opportunities than other urban centres in Morocco. Key sectors include offshoring (such as call centres), aeronautics, automotive, electronics, textile and agro-industry, tourism, construction and banking. A positive development for the city's youth is that in the wake of the Arab Spring the government, with support from international donors, is now making efforts to improve youth economic opportunities, civic participation and access to services.

As elsewhere in Morocco, one of the main challenges for young people in Casablanca is education. Raising the general level of education and training is key to achieving higher employability. Social exclusion owing to illiteracy, poverty, early marriage and handicaps is also significant. Moreover, informal work is very common, with approximately nine out of ten employed youths working informally at the national level. Informality diminishes the prospects of long-term employability for young people and raises the instability of their living conditions. Two important national safety nets—universal healthcare and unemployment benefits—were recently implemented, although few workers (including young workers) will have access to the latter given the importance of the informal sector.

## Casablanca score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	3,486,457
City GDP per capita, 2014 (constant 2005 PPP, \$)	13,550
Estimated city youth population, 2014	941,343
National youth unemployment rate (%), 2014	17.9
National youth unemployment rate relative to adults, 2014	2.4

## CITY INSIGHT

INJAZ Al-Maghrib, created in 2007, is a non-governmental organisation (NGO) based in Casablanca that links private-sector donors and mentors to the local youth. The NGO's programmes seek to cultivate initiative and entrepreneurship starting at school age, with a focus on 14-15-year-olds. Among other programmes, INJAZ has implemented the Junior Achievement Programme, which includes creating a company and providing financial literacy to students. The method bases itself on "learning by doing". The programme has reached 50,000 students in 12 cities in Morocco through private-sector volunteers.

# Dubai, UAE

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>14</b>	<b>66</b>
1) Government support and institutional framework for youth	18	62
2) Employment and entrepreneurship	12	66
3) Education and training	15	72
4) Human and social capital	19	63

## Strengths in the YES Index

Access to financing for tertiary education: **-1/35**  
 Employment growth: **2/35**  
 Cluster development: **2/35**

## Opportunities in the YES Index

Gender inequality: **32/35**  
 Government effectiveness: **-27/35**  
 Youth civic engagement: **24/35**



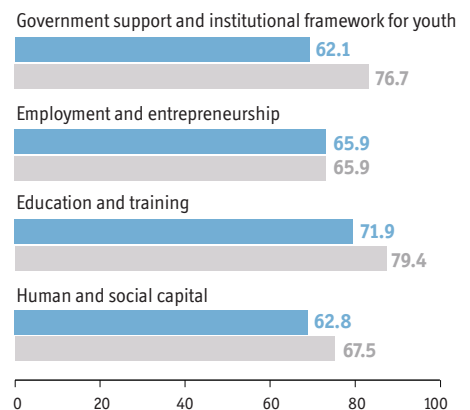
**D**ubai ([www.dubai.ae/en/pages/default.aspx](http://www.dubai.ae/en/pages/default.aspx)) is a wealthy Gulf unitary city/Emirate that has enjoyed relative prosperity even during the recent years of recession. This has allowed the UAE government to provide valuable services to its citizens, including its young people, who have received a surge of attention in recent years as the government works to guarantee their place in a changing workforce.

Emirati citizens make up only about 12% of the UAE population, and the services offered to UAE youths are not enjoyed by much of the migrant labour force present in Dubai. Dubai is currently working to prepare more Emirati youth for entrance into the private-sector workforce, an area that has historically been dominated by expatriates from wealthy Western nations. As Dubai continues to privatise and as government jobs, where Emiratis have traditionally been employed, become less protected, securing places for young people in the growing private companies will ensure full employment. In doing so, Dubai is also working to increase job readiness and training and revamping the educational system to better align it with the needs of a new economy.

While Dubai is fairly heavily committed to its own youth, opportunities for young people from developing nations, who have come to Dubai and other Emirates to work in construction and other fields, remain very low, and labour rights violations are common. Because of the skewed non-national labour force, most of the jobs in Dubai are in construction and other fields that service the national infrastructure, and these jobs are not usually held by Emirati youth. The UAE and Dubai governments have worked collaboratively with the private sector to invest in educational, vocational and enterprise skill-building for young people and have materially incentivised private firms' hiring of Emirati youth. Reforming the educational system remains a major challenge, and Dubai has generally not prioritised such reform in its budget in the same way as other active labour market policies.

## Dubai score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	2,295,081
City GDP per capita, 2014 (constant 2005 PPP, \$)	51,360
Estimated city youth population, 2014	390,164
National youth unemployment rate (%), 2014	10.3
National youth unemployment rate relative to adults, 2014	3.6

## CITY INSIGHT

One of the largest active labour market policies recently enacted in Dubai and across the UAE is the Absher Initiative, which directly subsidises the salaries of Emirati youth hired by private firms. The government plans to make this a tool in rebalancing the distribution of jobs between the government and the private sector in the next generation. There are four pillars: job creation for UAE citizens; counselling and career guidance; training and development; and incentivising citizens to join the private sector. Outlining its strategic objectives, the initiative quotes the late Sheikh Zayed bin Sultan Al Nahyan: "Youth is the real wealth of our nation. It is the shield, sword and fortress that protects our nation."

# Johannesburg, South Africa

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>21</b>	<b>60</b>
1) Government support and institutional framework for youth	10	75
2) Employment and entrepreneurship	26	53
3) Education and training	26	56
4) Human and social capital	=25	57

## Strengths in the YES Index

Availability of parks, sports and cultural activities for youth: **1/35**

Presence and effectiveness of youth networks: **=1/35**

Local government (city) strategy on youth economic opportunities: **3/35**

Youth civic engagement: **3/35**

## Opportunities in the YES Index

Quality of industrial relations: **35/35**

Income inequality: **35/35**

Entrepreneurship education: **33/35**

Safety: **=33/35**



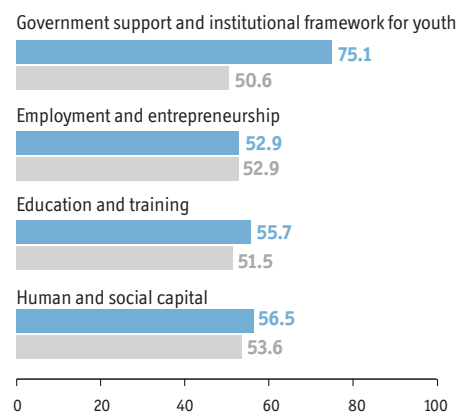
The governments of Johannesburg and South Africa have made youth development one of their largest priorities because of the clear economic and societal need for progress, turning the oft-cited “ticking time-bomb” generation into an opportunity for success. For example, the city has committed to creating 200,000 new jobs for disengaged youth by 2016 through the Vulindlel’ eJozi programme and has partnered with the private sector to provide financial incentives for hiring youth. Johannesburg has also established a network of “youth advisories” throughout the city at the community level to reach out to young people, listen to their concerns and begin to address their needs in areas such as education, job training and employment.

Even in the face of rampant poverty among the young and their families in many parts of the city, Johannesburg has aimed to increase levels of civic participation and engagement by way of these programmes and other forums specifically designed for youth. The city maintains a website ([www.joburg.org.za](http://www.joburg.org.za)) and statistical records on demographic trends, education and employment related to its youth population. The city authorities are well aware of the need for significant reforms in education and job training to equip young people for entry into the labour force and has begun to make investments in these areas.

Johannesburg is facing an unprecedented unemployment crisis that is affecting young people of working age acutely, with the youth unemployment rate at about 36% in 2014—and almost four times that for black youth in relation to white youth. Areas of growth in South Africa include high-skill areas such as banking, financial services and technology, as well as tourism, transport and mining. Johannesburg is the richest city on the African continent, but it has one of the largest wealth disparities in the world, which is affecting its young black population in particular. South Africa’s apartheid regime, of which many of today’s youth have first-hand experience, is having a lasting and deep impact. Discrimination against blacks in Johannesburg remains prevalent and impedes their educational and professional advancement.

## Johannesburg score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	9,139,526
City GDP per capita, 2014 (constant 2005 PPP, \$)	15,300
Estimated city youth population, 2014	2,467,672
National youth unemployment rate (%), 2014	52.9
National youth unemployment rate relative to adults, 2014	2.5

## CITY INSIGHT

The Jozi@Work programme is a new and innovative city initiative which aims to improve the liveability of poorly resourced neighbourhoods while helping to solve the problem of Johannesburg’s youth unemployment. When residents spot problem areas in infrastructure, waste management or social service delivery, they can, within the framework of the programme, suggest ways in which their own community’s small businesses—with the help of municipal funds—can help to solve the problem. City projects such as these have been able to create some 40,000 jobs, while raising levels of civic engagement among its most disenfranchised populations. In the first year contracts worth about US\$80m were funded by the city.

# Lagos, Nigeria

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>35</b>	<b>43</b>
1) Government support and institutional framework for youth	34	35
2) Employment and entrepreneurship	31	49
3) Education and training	34	42
4) Human and social capital	=34	44

## Strengths in the YES Index

City real GDP growth rate: **2/35**  
 Cost of living: **4/35**  
 Migration: **3/35**

## Opportunities in the YES Index

Legal and regulatory environment for business: **35/35**  
 Quality of education: **35/35**  
 Adolescent fertility rate: **35/35**



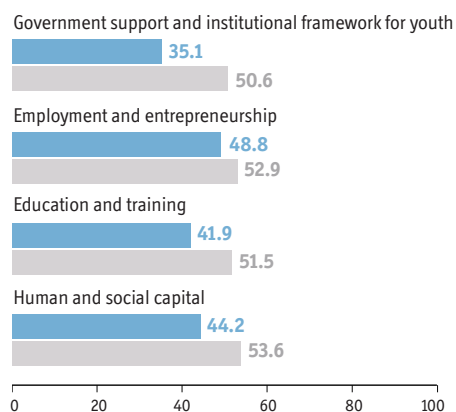
Since neither the city nor the state of Lagos has a specific youth policy, both abide by the national strategy. The national government's youth policy, established in 2009, aims to "promote the enjoyment of fundamental human rights and protect the health, social, economic and political well-being of all young men and women in order to enhance their participation in the overall development process and improve their quality of life". Nigeria's national youth strategy for 2009-14 targets 18 areas: education, employment, health, environment, drug abuse, crime, science and technology, young women and girls, HIV/AIDS, sports and recreation, participation in decision-making, conflict prevention/peace-building, agriculture, arts and culture, information and communications technology (ICT), family life, migration and poverty. The Federal Ministry of Youth Development, established in 2007, is in charge of implementing the national youth strategy. Lagos city does not have a website, but the Lagos state government does: [www.lagosstate.gov.ng](http://www.lagosstate.gov.ng). There is a specific department for youth, sports and social development, but information on its activities is limited. Data on youth are produced only at the national level, but they are limited and can be unreliable.

Federal employment-related initiatives focused on youth, such as a one-year graduate internship in services companies, are considered insufficient to tackle extremely high levels of youth unemployment, and co-ordination between national and local officials in implementing such programmes is often lacking. The work of non-governmental organisations (NGOs) is not sufficiently widespread to help reduce youth unemployment significantly.

Lagos state is the most populous in the country and the hub of Nigeria's industrial and services activity, thus theoretically offering more opportunities than other urban centres. Key industries are banking, trade, education and sea transport. As elsewhere in Nigeria, two of the main challenges for young people in Lagos are education and availability of employment. Raising the general level of education and training is key not only to increasing employability, but also to creating jobs and helping young people start their own business ventures. An estimated 70% of all industrial employment at the national level is informal. Informality diminishes the prospects of long-term employability and raises the precariousness of living conditions for young people. Government safety nets are almost non-existent, and a significant number of employed persons are excluded from health insurance. Moreover, companies do not necessarily comply with labour laws.

## Lagos score

## Income group average score



Overall score out of 100

## Basic city information

City population, 2014	12,608,248
City GDP per capita, 2014 (constant 2005 PPP, \$)	10,084
Estimated city youth population, 2014	3,908,557
National youth unemployment rate (%), 2014	13.6
National youth unemployment rate relative to adults, 2014	2.4

## CITY INSIGHT

The Graduate Internship Scheme (GIS) was launched in October 2012 to adequately train and create employment opportunities for graduates in a wide range of firms and in public administration. Young graduates are provided with a monthly stipend of N30,000 (approximately US\$152) and life and accident insurance for a year (the duration of the internship), while companies joining the programme are entitled to tax rebates. Interested firms must meet eligibility criteria, such as being registered with the Corporate Affairs Commission, and they must show evidence of value-added tax (VAT) registration and of having a tax clearance certificate. Firms also need to submit training plans and provide mentoring, and they must meet criteria for years of business experience and location. While such rigorous conditions have proved to be one of the main hurdles, they are providing assurance to young graduates: of the 2,000 firms that expressed an interest, only 293 were approved. About 50,000 graduates participated when the programme was first launched.

# Tel Aviv, Israel

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>15</b>	<b>63</b>
1) Government support and institutional framework for youth	26	51
2) Employment and entrepreneurship	16	63
3) Education and training	16	71
4) Human and social capital	=11	66

## Strengths in the YES Index

Presence and effectiveness of youth networks: =1/35;  
 Depth of financing: =1/35;  
 Access to technology: =1/35;  
 Quality of healthcare: =1/35

## Opportunities in the YES Index

Local government (city) strategy on youth economic opportunities: =31/35  
 Migration: 31/35  
 Cost of living: 30/35

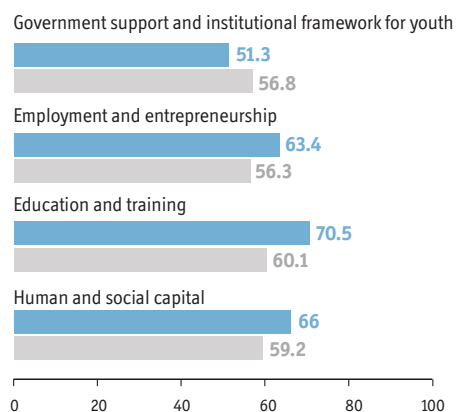


Tel Aviv is an increasingly vibrant business capital in the Middle East that attracts many young people from around the country and professionals from around the world. Israel is working to make it one of the region's economic centres and is actively supporting a growing technology economy in which youth are active. Its strategic plan includes schemes for the development of programmes and investment in certain sectors to increase youth employment in entrepreneurial enterprises, in particular. For young residents who are in need of support for education, employment, job training and other basic human services, the city runs a programme called Ichpat to partner service-providing organisations with them. The city of Tel Aviv maintains a website ([www.tel-aviv.gov.il/eng](http://www.tel-aviv.gov.il/eng)) with very basic demographic, labour and education information that is mostly not youth-specific.

Throughout the country Arab Israelis, and Arab youth in particular, have higher rates of unemployment and face larger obstacles to educational access and job training. While efforts have been made to reform areas where discrimination is most prevalent, problems remain, and the effects are reflected in unemployment and university matriculation rates. Thanks to national investment and foreign direct investment, Tel Aviv's business and financial services sectors are growing and meeting some of the demand for jobs, but unemployment is in any case considerably lower here than elsewhere in the country and the region.

## Tel Aviv score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	3,549,263
City GDP per capita, 2014 (constant 2005 PPP, \$)	33,502
Estimated city youth population, 2014	816,330
National youth unemployment rate (%), 2014	12.4
National youth unemployment rate relative to adults, 2014	2.2

## CITY INSIGHT

The Tel Aviv Startup City programme is a government initiative which aims to spark investment in the city and keep budding enterprises in Tel Aviv. It is targeted at new companies and young workers, both abroad and within Tel Aviv and Israel. The government supports these companies with working space, business services and seed funding.

# North America





# Chicago, US

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>3</b>	<b>76</b>
1) Government support and institutional framework for youth	4	82
2) Employment and entrepreneurship	5	70
3) Education and training	=2	84
4) Human and social capital	=4	70

## Strengths in the YES Index

Presence and effectiveness of youth networks: **=1/35**  
 Quality of employment opportunities for youth: **=1/35**  
 Access to technology: **=1/35**  
 Access to financing for tertiary education: **=1/35**

## Opportunities in the YES Index

City real GDP growth rate: **31/35**  
 Employment growth: **=26/35**  
 Cost of living: **25/35**



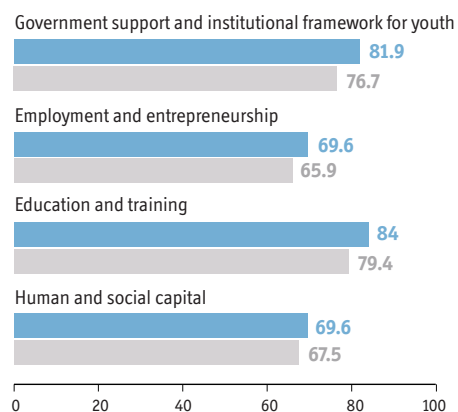
The City of Chicago has several instruments that guide its strategy regarding youth: the GO TO 2040 Regional Plan of the Chicago Metropolitan Agency for Planning (CMAP), the CMAP PY2015-19 Strategic Plan, and the 2015 Strategic Plan of the Mayor's Commission for a Safer Chicago. The CMAP GO TO 2040 Regional Plan outlines the city's overarching economic strategic plan through to 2040 and includes a chapter on human capital that primarily focuses on educational improvement, workforce development and economic innovation. The CMAP PY2015-19 Strategic Plan includes specific strategies around youth workforce development, affordable housing and access to a number of local, state and federal programmes targeting youth. The 2015 Strategic Plan of the Mayor's Commission for a Safer Chicago outlines a yearly strategic plan aimed at reducing youth violence and includes strategies related to youth employment and economic opportunities in conjunction with this goal. The City of Chicago has an official website ([www.cityofchicago.org](http://www.cityofchicago.org)), which includes a data portal that lists a vast number of datasets with statistics regarding the city and its population, some specific to youth, such as youth centres available in the city, performance metrics of youth services and programmes, affordable rental housing available to young people, youth outreach services, etc.

The City of Chicago has a number of youth programmes and services in place, including market-relevant education, skills training and job search/placement programmes. One Summer Chicago, which offers employment and internship opportunities to young people, and College to Careers, which equips college students with the necessary skills to succeed in six high-growth industries, are among the best-known youth programmes. In addition, the local and national governments provide several incentives to businesses, including tax benefits, to promote youth employment. Chicago also has a number of youth networks that young people can access for additional educational and career development opportunities.

Despite the availability of these programmes and services, the City of Chicago is still challenged by unemployment among young people aged 16-24, which at 27% is higher than the youth unemployment rate at both the state and the national level (19% and 17%, respectively).

## Chicago score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	9,581,154
City GDP per capita, 2014 (constant 2005 PPP, \$)	52,733
Estimated city youth population, 2014	1,916,231
National youth unemployment rate (%), 2014	15.8
National youth unemployment rate relative to adults, 2014	2.7

## CITY INSIGHT

In April 2015 the mayor of Chicago, Rahm Emanuel, said with reference to the One Summer Chicago programme: "The summer months are when our youth need us the most, which is why we now have the largest summer jobs programme in Chicago's history, serving young people from neighbourhoods all throughout our city. It will give them a pay-check, but also a set of values to help them reach their full potential."

# Los Angeles, US

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>7</b>	<b>74</b>
1) Government support and institutional framework for youth	5	80
2) Employment and entrepreneurship	14	65
3) Education and training	=2	84
4) Human and social capital	9	68

## Strengths in the YES Index

Presence and effectiveness of youth networks: =1/35  
 Access to technology: =1/35  
 Access to financing for tertiary education: =1/35

## Opportunities in the YES Index

Cost of living: 27/35  
 City real GDP growth rate: 26/35  
 Quality of industrial relations: =20/35

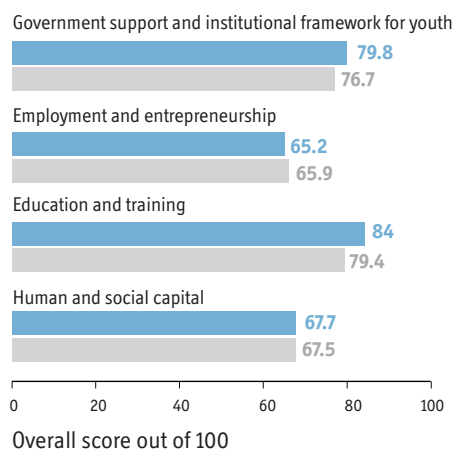


The government of the City of Los Angeles has two main instruments that guide its youth strategy: the Los Angeles County Workforce Investment Board (WIB) Annual Plan 2014-15 and the Los Angeles County WIB Five-Year Strategic Local Workforce Plan 2013-17. The 2014-15 WIB Annual Plan covers policies dealing with youth underemployment, barriers to employment, industry-certified training and on-the-job training, among others. The 2013-17 WIB Five-Year Strategic Plan outlines longer-term policies related to youth development and includes specific targets and mechanisms to accomplish such policies. The City of Los Angeles has a website (<http://lacity.org>), and although it does not provide statistics specifically related to youth, it includes useful resources and services available to young people—such as financial aid for education, employment preparation and internship opportunities.

The City of Los Angeles provides a number of programmes and activities aimed at youth development, including market-relevant education programmes as well as job-search and placement services. In addition, the local and national governments offer various incentives to businesses, including tax benefits, in order to promote youth employment. The city also has a number of youth networks through which young people can access further educational and career development opportunities.

Despite the availability of these programmes, services and incentive mechanisms, the youth unemployment rate in the City of Los Angeles is one of the highest among the major metropolitan areas in the United States. This is in part a result of the 2008-09 market collapse that affected young people in particular, as employers tended to retain their older, more experienced employees amidst the cost-saving measures that most companies were forced to take.

## Los Angeles score ■ Income group average score ■



## Basic city information

City population, 2014	13,249,659
City GDP per capita, 2014 (constant 2005 PPP, \$)	52,862
Estimated city youth population, 2014	2,649,932
National youth unemployment rate (%), 2014	15.8
National youth unemployment rate relative to adults, 2014	2.7

## CITY INSIGHT

In 2013 the mayor of Los Angeles, Eric Garcetti, referring to the “Hire LA’s Youth” programme and the need to bridge the divide between employment opportunities and youth, stated: “I’m confident we have the wealth, we have the companies, we have the goodwill and we have the intentions. We just have to make the connections.”

# Miami, US

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>10</b>	<b>71</b>
1) Government support and institutional framework for youth	=19	61
2) Employment and entrepreneurship	4	70
3) Education and training	=2	84
4) Human and social capital	10	67

## Strengths in the YES Index

Access to financing for tertiary education: =1/35

Access to technology: =1/35

Quality of education: =2/35

## Opportunities in the YES Index

Local government (city) data collection and evaluation of youth programmes: =29/35

Presence and effectiveness of youth networks: =25/35

Youth optimism about their economic future: =21/35



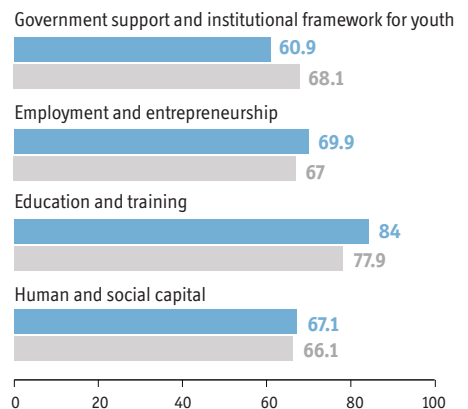
The city of Miami has a strategic plan for the 2015-17 period that is focused on enhancing the quality of life, public engagement and service delivery in the city, and on consolidating Miami as a global destination for business, culture and leisure. Although the plan does not have a specific chapter on youth, it lists a strategy that involves youth employment, training and financial empowerment programmes. During the economic downturn following the 2008 financial crisis public funding for such programmes virtually ceased; it has resumed very recently, partly leveraged by private-sector contributions. The city has a website with contents relevant to youth economic opportunities ([www.miamigov.com](http://www.miamigov.com)), but it does not publish statistical data related to youth.

Within the US, Miami is an important economic centre with strengths in sectors such as health services, construction and real estate, banking, leisure and tourism. GDP grew by 2.4% in 2013 in the Miami-Fort Lauderdale-West Palm Beach metropolitan area, a relatively sizeable growth rate which indicates that the region is seeing some recovery from the economic recession. Unemployment fell from close to 12% in 2010 to 6.3% in the last quarter of 2014 in Miami Dade County, but youth unemployment remains high. Examples of programmes that involve improving young people's economic opportunities, although they are not exclusive to youth, include Access Miami. The initiative combines resources from both the public and the private sector and offers educational tools, including in financial literacy, as well as job lists and application forms for benefits, capital and housing to the city's residents and small businesses. Complementing the city government's role, several non-governmental organisations (NGOs) in Miami are active in the youth employability and entrepreneurship space, such as Catalyst Miami, United Way Miami, Ashoka's Youth Venture and the Miami Foundation.

Two of the main challenges for Miami's youth are employment and education. Improving educational attainment and job training is key to achieving higher employability. This, together with policies directing youth to higher value-added sectors, such as information technology (IT), life sciences and aviation, could improve young people's living conditions. Because the educational attainment of Miami's youth is lower than the national average, and also because of the large tourism sector in the city, informal employment is significant. This diminishes the prospects of long-term employability and raises the precariousness of living conditions for young people. Moreover, access to unemployment benefits and healthcare is limited, given the pervasiveness of informal and short-term employment.

## Miami score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	5,944,214
City GDP per capita, 2014 (constant 2005 PPP, \$)	42,291
Estimated city youth population, 2014	1,188,843
National youth unemployment rate (%), 2014	15.8
National youth unemployment rate relative to adults, 2014	2.7

## CITY INSIGHT

Seeking to increase community connectivity and inner-city development, a local non-profit organisation, Friends of the Underline, along with the Miami-Dade County Transit and Parks, Recreation and Open Spaces Departments, announced plans for a 10-mile linear park and urban trails development under the city's Metrorail. Proposed in 2013, the project hopes to revitalise the city and encourage young and talented individuals to Miami. Promising community spaces, art spaces, green architecture and opportunities for local businesses, the Underline will foster community development and civic engagement, particularly for younger residents. Although the project has faced funding issues at the state level, the Underground has recently received large private grants from the Knight Foundation and ArtPlace America and continues to enjoy widespread city support.

# New York, US

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>2</b>	<b>77</b>
1) Government support and institutional framework for youth	3	84
2) Employment and entrepreneurship	7	69
3) Education and training	=2	84
4) Human and social capital	=4	70

## Strengths in the YES Index

Local government (city) strategy on youth economic opportunities: **=1/35**

Presence and effectiveness of youth networks: **=1/35**

Quality of employment opportunities for youth: **=1/35**

Access to technology: **=1/35**

Access to financing for tertiary education: **=1/35**

## Opportunities in the YES Index

City real GDP growth rate: **29/35**

Cost of living: **29/35**

Employment growth: **=20/35**



On November 2014 the mayor of New York City (NYC), Bill de Blasio, published his administration's vision of how to support the career advancement of the city's population, ensure that businesses find talent within the city's boroughs, and improve the quality of jobs in NYC. The report outlines strategies that are applicable to the entire population, but two recommendations are specifically aimed at the city's young population: 1) to improve and expand career and technical education and college preparedness programmes, adjust the City University of New York's alternative credit policy and invest in career counselling to increase educational persistence and better support students' long-term employment prospects; and 2) to increase work-based learning opportunities for youth and high-need jobseekers. According to the Mayor's Office, the local strategy is reflective of federal policies because it emphasises training, supports industry partnerships and provides for system integration by requiring standardised performance measures across all funded programmes. NYC also has a website ([www1.nyc.gov](http://www1.nyc.gov)) that guides users to the many agencies that provide young people with education and job placement services.

The New York City Department of Youth and Community Development implements a variety of programmes to help with youth economic empowerment, including the Out-of-School Youth Programme, which upgrades job skills and helps beneficiaries find permanent work, and the In-School Youth programme, which provides year-round services to students and helps them graduate, pursue a college education and develop career goals.

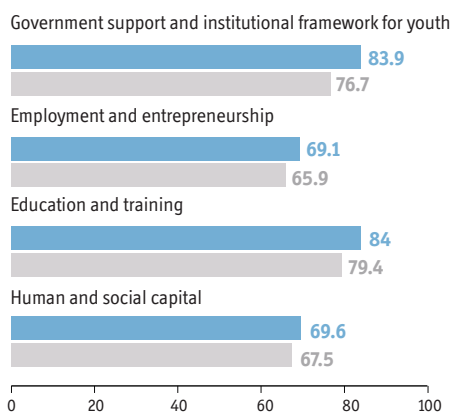
The city's strategy has a focus on better-quality employment, which seems fitting for youth, as a large percentage of young adults aged 18-20 and aged 21-24 are employed in services such as accommodation or food and retail (57% and 38%, respectively), which are generally low-paying. The probability of employment in low-paying services declines sharply with age and median wage, and the quality of employment also increases according to educational attainment. But this trend may not benefit all young adults. Black, Latino, Asian and other young adults of colour, who represent two-thirds of all young adults in NYC, are disproportionately represented among the less educated. Young adults who are out of school and out of work also tend to live in areas of high poverty, high overall unemployment and lower levels of educational attainment—communities that are also predominately black and Latino. Investments to improve job skills and promote higher education for young adults should help NYC's youth progress out of low-paying sectors into other growing and better-paying economic activities in the city, such as financial services and technology.

## CITY INSIGHT

Launched in an effort to address the growing disparities and opportunity gaps facing New York's young Black and Latino communities, the Young Men's Initiative (YMI) has assisted young men between the ages of 18 to 24 over the last four years. A collaborative effort by the City government, local agencies and non-profits, the YMI focuses on narrowing the achievement gap in education, improving the treatment of juvenile minorities in the justice system, promoting access to employment, and increasing the availability of healthcare for underserved populations. Since 2011 the YMI has launched 25 city programmes; it operates primarily in the five poorest neighborhoods and has served over 58,000 people. Although the programme initially targeted inner-city males, services have been extended to female participants.

## New York score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	20,074,380
City GDP per capita, 2014 (constant 2005 PPP, \$)	60,469
Estimated city youth population, 2014	4,014,876
National youth unemployment rate (%), 2014	15.8
National youth unemployment rate relative to adults, 2014	2.7

# Toronto, Canada

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>1</b>	<b>77</b>
1) Government support and institutional framework for youth	2	90
2) Employment and entrepreneurship	2	72
3) Education and training	11	75
4) Human and social capital	1	72

## Strengths in the YES Index

Ease of opening a new business: **1/35**  
 Local government (city) support for youth: **=1/35**  
 Local government (city) data collection and evaluation of youth programmes: **=1/35**  
 Presence and effectiveness of youth networks: **=1/35**  
 Quality of employment opportunities for youth: **=1/35**  
 Depth of financing: **=1/35**  
 Access to technology: **=1/35**  
 Access to financing for tertiary education: **=1/35**

Quality of healthcare: **=1/35**  
 Safety: **=1/35**

## Opportunities in the YES Index

Youth optimism about their economic future: **30/35**  
 City real GDP growth rate: **28/35**  
 Employment growth: **28/35**



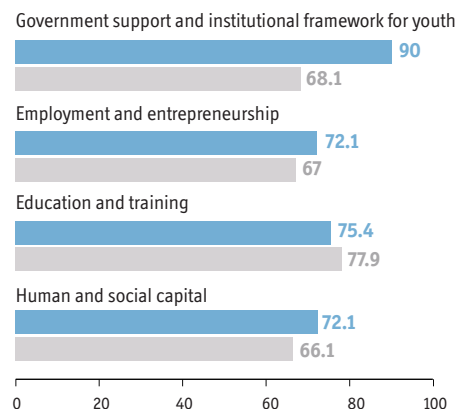
Toronto's goals and objectives on youth engagement are set out in its "Working as One" strategy, and its Labour Force Survey presents statistics on Toronto's youth. There are several programmes at the federal, provincial and city level aimed at improving economic opportunities for youth in Toronto. At the city level, the most important programme is called PAYE (Partnership to Advance Youth Employment), which was set up in 2009 as "a joint initiative between private-sector employers and the City of Toronto. A group of business leaders are working to involve employers to increase access to economic opportunities for Toronto youth. City staff and community partners provide individual support for all PAYE initiatives by offering employment guidance and coaching, connecting youth to community-based services and supports and matching qualified candidates to employment opportunities." More on this programme and other policies to support youth can be found on Toronto's official website: <http://www.toronto.ca>.

The main economic opportunities offered by the city include a developed economy with a wide offer of safe jobs and state support and programmes for those in need. With a view to Toronto's changing demographics and an aging population, the Working as One programme states that "there is a growing consensus that addressing labour shortages and skills mismatches means opening up employment opportunities for populations that are currently under-represented in the labour force (eg, Aboriginals, racialized communities and youth), as well as better integrating skilled newcomers."

However, things will remain difficult for young people in Toronto for some time. Youth unemployment has been and continues to be relatively high. In 2015 a city report put the youth unemployment rate at 18%—double the city's average unemployment rate and one of the highest rates in the province. This is particularly striking given that adult employment has improved substantially since the start of the economic recovery. One of the reasons for this difference in employment levels is that over the past 20 years Toronto's labour market has changed significantly, with employment in manufacturing declining and a corresponding pronounced shift towards a service-oriented economy (financial services, retail and hospitality). This has led to a decline in full-time, well-paying manufacturing and industrial jobs and an associated increase in temporary, part-time and contract jobs or self-employment. In addition, there is a skills mismatch as an increasing number of highly skilled young people leaving university are seeking relatively fewer highly skilled jobs. Lastly, an ageing population, combined with a low level of household savings, means that young people are increasingly facing competition from older people for the same job.

## Toronto score

### Income group average score



Overall score out of 100

## Basic city information

City population, 2014	5,897,009
City GDP per capita, 2014 (constant 2005 PPP, \$)	36,617
Estimated city youth population, 2014	1,061,462
National youth unemployment rate (%), 2014	14.0
National youth unemployment rate relative to adults, 2014	2.4

## CITY INSIGHT

According to Toronto's most recent report on the PAYE programme, the city, including its agencies, boards, commissions and corporations (ABCCs), forms an important source of employment for young residents. As of December 31st 2014 the City of Toronto (excluding ABCCs) employed approximately 7,000 youths aged between 18-29 and over 1,200 youths below the age of 18.

# Washington, DC, US

	2015 rank out of 35	2015 score out of 100
<b>YES Index - Overall score</b>	<b>6</b>	<b>75</b>
1) Government support and institutional framework for youth	=7	78
2) Employment and entrepreneurship	13	65
3) Education and training	=2	84
4) Human and social capital	2	71

## Strengths in the YES Index

Presence and effectiveness of youth networks: **=1/35**  
 Access to technology: **=1/35**  
 Access to financing for tertiary education: **=1/35**

## Opportunities in the YES Index

Employment growth: **32/35**  
 City real GDP growth rate: **24/35**  
 Cost of living: **=23/35**



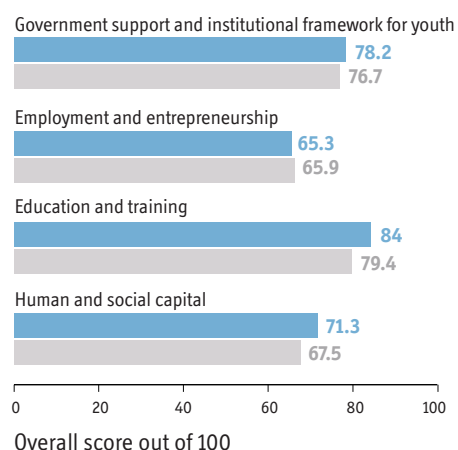
The Washington, DC local government ([www.dc.gov](http://www.dc.gov)) fully integrates federal youth programmes into its own programmes, which are managed by the Department of Employment Services (DOES). Washington, DC has been a leading city in the US for introducing publicly available pre-kindergarten programmes and has also maintained a well-respected Summer Youth Employment programme, which operates as a partnership between the city government and private employers. The Summer Youth Employment programme offers young people employment opportunities in the summer months and exposure to new fields and career opportunities. The government monitors youth experiences in the programme and has adapted it to ensure its relevance in a changing economy. The city government also partners with the University of the District of Columbia (UDC) to provide job training and career preparation for young people, many of whom work part-time while in school. However, recent cuts to the funding for UDC have limited some of its potential impact.

Young people in Washington, DC still face many challenges, including a persistent gap in educational achievement between white and non-white students, and similar differences in unemployment rates. The numerous hospitals and universities in the DC metropolitan area as well as the federal government are among the city's largest employers, and high-wage jobs with these employers, including those held by youth, are disproportionately held by white residents.

As with many cities in the US, improving the city's public education system is probably the single most effective way to improve youth economic outcomes. The childhood poverty rate in DC is 30.4%, and while social safety net programmes—such as TANF, SNAP and WIC—and childcare subsidies are maintained in the city, funding levels have been insufficient to support all those who need help. The Legislative Youth Advisory Council (LYAC), established in 2005, is a structured way for youth to engage with the city policy in DC, but the council has no formal vote, and decision-makers are not structurally accountable to it. Nevertheless, efforts are under way to better connect the existing government structures targeted at young people so that the relevant programmes become more effective and can stem the stubborn unemployment rates that affect black and Latino youth in particular.

## Washington, DC score

### Income group average score



## Basic city information

City population, 2014	6,082,327
City GDP per capita, 2014 (constant 2005 PPP, \$)	65,721
Estimated city youth population, 2014	1,216,465
National youth unemployment rate (%), 2014	15.8
National youth unemployment rate relative to adults, 2014	2.7

## CITY INSIGHT

The DC Alliance of Youth Advocates is a city-wide coalition that provides DC youth with a full range of development opportunities and advocates and promotes policies that will positively benefit youth at the local level. Its members provide direct services to young people and partner with them to engineer new programmes to meet their needs. Young people are engaged in a variety of activities that address issues ranging from youth homelessness to out-of-school programmes and year-round employment for youth.

# APPENDIX

## Methodology, sources and detailed indicator definitions

### i. Indicators and categories

The YES index comprises 31 indicators, both quantitative and qualitative in nature. Most of the indicators are city specific. However, where city information could not be found, national level data were used. The indicators are classified into four broad categories: 1) Government Support and Institutional Framework for Youth; 2) Employment and Entrepreneurship; 3) Education and Training; and 4) Human and Social Capital.

### ii. Cities

The 35 cities in the index were selected on the basis of their geographical location and level of income per capita.

### iii. Methodology

The methodology for this benchmarking study was created by the research team of The Economist Intelligence Unit (EIU) in consultation with Citi Foundation. The original indicator list and the research focus were conceptualised at a workshop attended by international and regional sector experts and practitioners in late February 2015.

### iv. Sources

The Economist Intelligence Unit's research team gathered data for the index from the following sources:

- Canback Global Income Distribution Database (C-GIDD)
- Economist Intelligence Unit Green City Index
- Economist Intelligence Unit Liveability index
- Economist Intelligence Unit Risk Briefing
- Economist Intelligence Unit Worldwide Cost of Living
- Economist Intelligence Unit Youth Survey
- Global Entrepreneurship Monitor

- International Labour Organisation
- The Brookings Institution Global Metro Monitor
- Transparency International United Nations Development Programme Education Index
- Websites of government authorities
- World Bank Development Indicators
- World Bank Ease of Doing Business Index World Economic Forum Global Competitiveness Index
- Interviews with and/or questionnaires from sector experts, consultants and government officials
- Local and international news media reports

More than 40 in-depth interviews were conducted with policymakers and legal and country infrastructure experts from multilateral consulting institutions and the private sector.

For the general and specific city bibliography, please see Annex II.

v. Calculating the index

#### a) Scoring

Quantitative scores are taken from international reputable databases. All qualitative indicators are scored on an integer scale. This scale ranges from 0-2, 0-3, 0-4 or 0-5, with scores depending on the definitions and scoring scheme formulated for each indicator. Scores are assigned by the researchers and The Economist Intelligence Unit's team of analysts according to the scoring criteria. The integer scores are then transformed to a 0-100 score to make them comparable with the quantitative indicators in the index.

#### b) Normalisation

Indicator scores are normalised and then aggregated across categories to enable a comparison of broader concepts across countries. Normalisation rebases the raw indicator data to a common unit so that they can be aggregated.

The indicators are normalised in two ways:

a) If the data are already in a fixed range, eg, 0-100, 0-4, they are transformed using the min/max of the fixed range. So if the indicator is in a 0-100 range, a raw data value of 0 gives a score of 0, and a raw data value of 100 gives a score of 100. If the indicator is in a 0-4 range, a raw data value of 0 gives a score of 0, and a raw data value of 4 gives a score of 100.

b) If the data are taken from an economic or population dataset (GDP, population, birth rates etc), then the min/max method is used where the min and max are calculated from the dataset of our particular model, ie, the subset of cities we are analysing.

$$x = (x - \text{Min}(x)) / (\text{Max}(x) - \text{Min}(x))$$

where Min(x) and Max(x) are, respectively, the lowest and highest values in the 35 cities for any given indicator. The normalised value is then transformed

from a 0-1 value to a 0-100 score to make it directly comparable with other indicators. This in effect means that the city with the highest raw data value will score 100, while the lowest will score 0.

### c) Weighting the index

At the conclusion of the indicator scoring and normalisation, The Economist Intelligence Unit selected a series of default weightings deemed appropriate for the overall index calculation (see table below). These weightings are not meant to represent a final judgment on relative indicator importance. These may be changed by users at will.

Modelling and weighting the indicators and categories in the index results in scores of 0-100 for each city, where 100 represents the highest quality and performance and 0 the lowest. The 35 cities assessed can then be ranked according to these scores.

**Table 1: Neutral weights (categories equally weighted)**

MAIN CATEGORIES	Weight
1) GOVERNMENT SUPPORT AND INSTITUTIONAL FRAMEWORK FOR YOUTH	25.0%
2) EMPLOYMENT AND ENTREPRENEURSHIP	25.0%
3) EDUCATION AND TRAINING	25.0%
4) HUMAN AND SOCIAL CAPITAL	25.0%
<b>1) GOVERNMENT SUPPORT AND INSTITUTIONAL FRAMEWORK FOR YOUTH</b>	
1.1) Local government (city) strategy on youth economic opportunities	16.7%
1.2) Local government (city) support for youth	16.7%
1.3) Local government (city) data collection and evaluation of youth programmes	16.7%
1.4) Presence and effectiveness of youth networks	16.7%
1.5) Corruption	16.7%
1.6) Government effectiveness	16.7%
<b>2) EMPLOYMENT AND ENTREPRENEURSHIP</b>	
2.1) City real GDP growth rate	8.3%
2.2) Cost of living	8.3%
2.3) Employment growth	8.3%
2.4) Quality of employment opportunities for youth	8.3%
2.5) Quality of industrial relations	8.3%
2.6) Cluster development	8.3%

2.7) Ease of opening a new business	8.3%
2.8) Legal and regulatory environment for business	8.3%
2.9) Quality of infrastructure	8.3%
2.10) Depth of financing	8.3%
2.11) Access to technology	8.3%
2.12) Entrepreneurship education	8.3%
<b>3) EDUCATION AND TRAINING</b>	
3.1) Access to financing for tertiary education	25.0%
3.2) Quality of education	25.0%
3.3) Private-sector involvement in training	25.0%
3.4) Early childhood development programmes	25.0%
<b>4) HUMAN AND SOCIAL CAPITAL</b>	
4.1) Quality of healthcare	11.1%
4.2) Safety	11.1%
4.3) Income inequality	11.1%
4.4) Gender inequality	11.1%
4.5) Youth optimism about their economic future	11.1%
4.6) Youth civic engagement	11.1%
4.7) Migration	11.1%
4.8) Adolescent fertility rate	11.1%
4.9) Availability of parks, sports and cultural activities for youth	11.1%



## vi. Detailed indicator definitions

### Category: I. GOVERNMENT SUPPORT AND INSTITUTIONAL FRAMEWORK FOR YOUTH

**This category refers to government policies, strategies and programmes as well as other institutional structures that support youth economic development. The government role in creating opportunities and building the right environment for youth is crucial for their economic success.**

#### 1.1 Local government (city) strategy on youth economic opportunities (city level indicator)

**The existence of a comprehensive strategy for youth with clear targets signals commitment from the local government and provides direction for addressing youth challenges.**

The indicator assesses the following questions:

1. Does the city or local government have a specific youth economic strategy? (Not a cultural or sports strategy—it has to be related to employment, entrepreneurship, education etc.) The strategy can be stand-alone or within the city economic strategy. If it is a unitary country and the city does not control or have a mandate on the youth strategy, is there a national youth economic strategy that the city abides by?
2. If there are two separate youth strategies (one at the city/local government level and one at the national level), are they connected in any way? If it is a unitary state and the city abides by the national youth strategy, then also assign 1 point for this question.
3. Are there specific targets in the strategy at the city level (for example, increase youth employment by 2% by 2020)?
4. Are there specific budgetary commitments for the youth strategy at the city/ local level of government?
5. Were youth involved in the strategy formulation, meaning, was it a participatory process?

We assign 0 points for a “no” and 1 for a “yes”. We assign 0.5 points for intermediate situations.

Scoring: Score range is 0-5, with 0 being the worst and 5 the best.

Source: EIU assessment based on secondary and primary sources.

#### 1.2 Local government (city) support for youth (city level indicator)

**Programmes targeted at improving youth economic opportunities can help to increase employability and bridge the gap between education and work. By supporting employment agencies, providing tax incentives for firms or developing youth programmes, the government can be a catalyst for youth opportunities.**

The indicator assesses the following questions:

1. Does the city, local or national government have tax incentives that benefit youth pursuing economic opportunities (for example, if they want to start a business)?
2. Does the government invest in active labour market programmes or job intermediation that benefit youth?
3. Does the government provide fiscal incentives to firms to hire young people?
4. Are there any safety nets at the household level that youth can benefit from? (Unemployment benefits, public healthcare, COBRA for youth under 26 years, etc.)

We assign 0 points for a “no”, 0.5 for a “medium” and 1 for a “yes”.

Scoring: Score range is 0-4, with 0 being the worst and 4 the best.

Source: EIU assessment based on secondary and primary sources.

#### 1.3 Local government (city) data collection and evaluation of youth programmes (city level indicator)

**Collecting data on youth and analysing the performance of government youth programmes illustrates a city’s commitment to youth economic development.**

The indicator assesses the following questions:

1. Does the city or local government have a website?
2. Does the local/city government collect statistics on youth economic opportunities (such as employment, education, entrepreneurship, demographics) and make them publicly available?
3. Does the city/local government evaluate the youth programmes it administers?

We assign 0 points for a “no” and 1 for a “yes”. We assign 0.5 points for intermediate situations.

Scoring: Score range is 0-3, with 0 being the worst and 3 the best.

Source: EIU assessment based on secondary and primary sources.

### 1.4 Presence and effectiveness of youth networks (city level indicator)

**Strong youth networks facilitate the sharing of information, resources, training and support for the young community. These include business networks, unions, and social networks.**

The indicator assesses the following questions:

1. Are there youth business networks in the city? Do they help youth with skills training, job search, etc?
2. Can young people join unions? Do unions help youth with skills training, job search, etc?
3. Are there other informal youth networks, such as non-governmental organisations (NGOs), that help youth with jobs, entrepreneurship, training, education?
4. Does the local government support these networks in any way?

We assign 0 points for a “no” and 1 for a “yes”. For questions 1 and 2 we assign 0.5 for each “yes”.

Scoring: Score range is 0-4, with 0 being the worst and 4 the best.

Source: EIU assessment based on secondary and primary sources.

### 1.5 Corruption (national level indicator)

**The abuse of public power for private benefit distorts markets and prevents an efficient allocation of resources and job opportunities for youth.**

The score is taken from Transparency International’s Corruption Perceptions Index (CPI). The CPI measures the perceived levels of public-sector corruption worldwide. The index is a composite index, a combination of surveys and assessments of corruption.

Scoring: Score range is 0-100, with 0 being the worst and 100 the best.

0 = country is perceived as highly corrupt  
100 = country is perceived as very clean

Source: Transparency International.

### 1.6 Government effectiveness (city level indicator)

**The impact of any local government programme/policies for youth largely depends on the government’s ability to carry out its functions effectively.**

The score is taken from The Economist Intelligence Unit’s Risk Briefing. The “Government effectiveness risk” indicator is an aggregate of the following underlying indicators:

1. Policy formulation
2. Quality of bureaucracy
3. Excessive bureaucracy/red tape
4. Vested interests/cronyism
5. Accountability of public officials
6. Human rights.

Scoring: Score is an aggregate of the underlying indicators, weighted to generate scores in a range from 0-100, with 0 being low risk and 100 high risk. The higher the number, the higher the risk that the government will be ineffective.

Source: EIU Risk Briefing adapted to the city level. EIU country analysts rescored at the city level.

## Category: II. EMPLOYMENT AND ENTREPRENEURSHIP

**This category comprises the economic factors that directly or indirectly have an effect on a city’s youth workforce and entrepreneurship. A labour market weakened by poor economic performance can seriously affect prospects for current and potential youth workers. It is essential for a city to have an economy with good youth employment prospects or opportunities for self-employment and entrepreneurship. This category also contains the dynamics that help to shape youth entrepreneurial environments in cities. Developing a youth entrepreneurial culture can serve as a key driver to generate youth employment and economic self-sufficiency.**

## 2.1 City real GDP growth rate (city level indicator)

**The economic performance of a city has a significant effect on youth economic opportunities.**

The data for this indicator are taken from the Canback Global Income Distribution Database (C-GIDD). They represent an average growth forecast for the three-year period 2014 to 2017.

Scoring: CAGR, (%)

Source: C-GIDD.

## 2.2 Cost of living (city level indicator)

**As young people enter the labour force, high costs of living can be a financial hardship.**

The score is taken from The Economist Intelligence Unit's Worldwide Cost of Living (WCOL) survey, which compares more than 400 individual prices across 160 products and services in some 140 cities. A cost-of-living index is calculated from the price data to express the difference in the cost of living between cities.

Scoring: The cost of living in the base city (in this case New York) is always expressed as 100. A city with an index higher than 100 is more expensive than the base city. An index of lower than 100 means the city is cheaper than the base city.

Source: EIU Worldwide Cost of Living.

## 2.3 Employment growth (city level indicator)

**Cities with higher employment growth can create more economic opportunities for youth.**

The data for this indicator are taken from The Brookings Institution Global Metro Monitor. The indicator measures employment changes between 2013 and 2014.

Scoring: Percentage change.

Source: The Brookings Institution Global Metro Monitor.

## 2.4 Quality of employment opportunities for youth (city level indicator)

**The quality of employment opportunities for youth can have a substantial impact on their future earnings and economic success. This indicator includes factors such as working conditions, the degree of informality in employment, whether youth have temporary employment, and other aspects of workforce quality.**

The indicator assesses the following questions:

1. Are jobs which youth obtain generally in the informal sector?
2. Is there pervasive discrimination towards large segments of the youth population (based on age, race and ethnicity, gender)?
3. Are youth trapped in part-time work with no long-term prospects?
4. Are youth severely underemployed?
5. Is the working environment for youth dangerous?

We assign 0 for answering "yes" to 4 or 5 questions, 1 for answering "yes" to 2 or 3 questions, and 2 for answering "yes" to 1 question or none. Answering "yes" indicates lower quality employment opportunities.

Scoring: Score range is 0-2, with 0 being low quality, 1 medium quality and 2 high quality.

Source: EIU assessment based on secondary and primary sources.

## 2.5 Quality of industrial relations (national level indicator adapted to city level)

**A city with co-operative industrial relations is conducive to better management of economic change and higher efficiency in the production of goods and services. This creates spillover effects that can improve youth employment prospects and working conditions.**

The score is taken from the Economist Intelligence Unit Risk Briefing and the World Economic Forum (WEF) Global Competitiveness Index. It has two equally weighted components:

1. Incidence of strikes: Refers to the frequency of temporary work stoppage carried out by one or more groups of workers. This disrupts business operations. Incidence of strikes is measured by working days lost

per 1,000 population per year. The indicator assesses the following question:

How common are labour strikes?

- 0=Very low (0 days)
- 1=Low (0-2 days)
- 2=Moderate (2-10 days)
- 3=High (10-100 days)
- 4=Very high (>100 days)

Scoring: Score range is 0-4, with 0 being the best and 4 the worst.

Source: EIU Risk Briefing adapted to the city level. EIU country analysts rescored at the city level.

2. Co-operation in labour-employer relations: Good relations between the workforce and the employers. It allows for the proper representation of workers' interests. The indicator assesses the following question:

How would you characterise labour-employer relations in your country?

- 1=generally confrontational
- 7=generally co-operative

Scoring: Score range is 1-7, with 1 being the worst and 7 the best.

Source: World Economic Forum Global Competitiveness Index.

## 2.6 Cluster development (national level indicator)

**The presence of employment clusters in a city can help fuel growth and employment. Their interconnected channels and networks can also provide creative and innovative learning opportunities for youth.**

The score is taken from the World Economic Forum Global (WEF) Competitiveness Index. The indicator assesses the following question:

How widespread are well-developed and deep clusters (geographical concentrations of firms, suppliers, producers of related products and services, and specialised institutions in a particular field)?

Non-existent < 1 2 3 4 5 6 7 > Widespread in many fields:

1=means you agree completely with the answer on the left-hand side

2=means you largely agree with the left-hand side

3=means you somewhat agree with the left-hand side

4=means your opinion is indifferent between the two answers

5=means you somewhat agree with the right-hand side

6=means you largely agree with the right-hand side

7=means you agree completely with the answer on the right-hand side

Scoring: Score range is 1-7, with 1 being non-existent and 7 widespread in many fields. A high score is good.

Source: World Economic Forum Global Competitiveness Index.

## 2.7 Ease of opening a new business (national level indicator)

**A regulatory environment that encourages the creation of new local firms helps increase youth employment opportunities and promotes youth entrepreneurship.**

The score is taken from the "Starting a business" indicator by the World Bank's Ease of Doing Business Index. The indicator measures the procedures required for an entrepreneur to start and formally operate a business, as well as the time and cost to complete these procedures. The rankings are based on the distance to frontier score, which shows how much the country has improved over time in absolute terms.

Scoring: Score range is 0-100, with 0 being worst performance and 100 the best performance.

Source: World Bank Ease of Doing Business Index.

## 2.8 Legal and regulatory environment for business (city level indicator)

**A strong legal and regulatory environment for businesses can help develop sustainable youth enterprises and reduce the number of youth in the informal economy.**

The score is taken from the Economist Intelligence Unit Risk Briefing. The legal and regulatory risk indicator is an aggregate of the following underlying

indicators:

1. Fairness of judicial process
2. Enforceability of contracts
3. Speediness of judicial process
4. Discrimination against foreign companies
5. Confiscation/expropriation
6. Unfair competitive practices
7. Protection of intellectual property rights
8. Protection of private property
9. Integrity of accounting practices
10. Price controls

Scoring: Score is an aggregate of the underlying indicators, weighted to generate scores in a range of 0-100, with 0 being low risk and 100 high risk. The higher the number, the higher the risk that the legal system will fail to safeguard investment.

Source: EIU Risk Briefing adapted to the city level. EIU country analysts rescored at the city level.

## 2.9 Quality of infrastructure (city level indicator)

**An effective infrastructure is needed to support activities for the general population, including youth, and enables enterprise development and industrial competitiveness.**

The score is taken from the Economist Intelligence Unit Liveability Index. The quality of infrastructure score is comprised of the following indicators:

1. Quality of road network
2. Quality of public transport
3. Quality of international links
4. Availability of good quality housing
5. Quality of energy provision
6. Quality of water provision
7. Quality of telecommunications

Scoring: Score range is 1-100, with 1 being intolerable and 100 ideal.

Source: EIU Liveability Index.

## 2.10 Depth of financing (city level indicator)

**Access to finance is important for businesses at all stages of growth—from starting a business to increasing capacity to growing internationally.**

The score is taken from the Economist Intelligence Unit Risk Briefing. The depth of financing score measures the availability and depth of financing in the local market, based on the ratio of private claims to nominal GDP. It also considers the World Bank's ratio of domestic credit to the private sector to GDP and the World Economic Forum's ease of credit scores.

Scoring: Score range is 0-4, with 0 being very low risk and 4 very high risk. The higher the number, the higher the risk that firms will not be able to get financing for their businesses.

Source: EIU Risk Briefing adapted to the city level. EIU country analysts rescored at the city level.

## 2.11 Access to technology (city level indicator)

**A good technology infrastructure is key to facilitating youth economic engagement and access to labour market information.**

The score is taken from the "Access to IT infrastructure" indicator of the Economist Intelligence Unit Risk Briefing. The indicator measures the ability of a business to have access to any IT resources such as hardware, software, network resources and technology services.

Scoring: Score range is 0-4, with 0 being very low risk and 4 very high risk. The higher the number, the higher the risk that the information technology infrastructure will prove inadequate to business needs.

Source: EIU Risk Briefing adapted to the city level. EIU country analysts rescored at the city level.

## 2.12 Entrepreneurship education (national level indicator)

**Knowledge and training in entrepreneurship has been identified as an important element for success in this area.**

This score is taken from the Global Entrepreneurship Monitor database and a survey of experts. The indicator measures the extent to which training in creating or managing small and medium-sized enterprises (SMEs) is incorporated in the education and training system at all levels. It is a composite of two equally weighted components:

1. Entrepreneurship education at basic school (primary and secondary)
2. Entrepreneurship education at post-secondary levels (higher education such as vocational, college, business schools etc)

Scoring: Score range is 1-5, with 1 being the worst and 5 the best. For countries with no score available we use the average of the region.

Sources: Global Entrepreneurship Monitor (GEM) database; experts survey.

### Category: III. EDUCATION AND TRAINING

**This category refers to a city's educational framework and infrastructure. As a city's economy develops, demand grows for skills and qualifications in the labour market that can be met by the incoming workforce. Well-educated and highly trained youth will have the necessary skills and tools to take advantage of job opportunities in a city's economy.**

#### 3.1 Access to financing for tertiary education (city level indicator)

**Financial support, such as loans, scholarships, state support and tax deductions, helps to improve youth economic opportunities and job preparedness.**

The indicator assesses the following questions:

1. Are there educational loans? Are they affordable? (0.5 points for each answer)
2. Are there scholarships offered by the educational institutions or others? This would also include situations where tuition is free (for example, in public universities in Argentina).
3. Are there tax deductions for education?

We assign 0 points for a "no" and 1 for a "yes". We assign 0.5 points for intermediate situations.

Scoring: Score range is 0-3, with 0 being the worst and 3 the best. For question 1 we assign 0.5 for each "yes".  
Sources: EIU assessment based on secondary and primary sources.

#### 3.2 Quality of education (national level indicator)

**Good education prepares youth for a successful transition to the workforce. The skills and abilities acquired can also widen job opportunities for youth.**

This score is taken from the United Nations Development Programme (UNDP) Education Index. The indicator calculates quality of education using mean years of schooling and expected years of schooling.

Scoring: Score range is 0-1, with 0 being the worst and 1 the best.

Source: UNDP Education Index.

#### 3.3 Private-sector involvement in training (national level indicator)

**The private sector can support youth by participating in curriculum development, networking events and skills training. Offering internships, apprenticeships and on-the-job training can also equip youth with skills to improve employability and job readiness.**

This score is taken from the World Economic Forum (WEF) Global Competitiveness Index. It is a composite of two equally weighted indicators:

1. In your country, to what extent are high-quality, specialised training services available?

Scoring: Score range is 1-7, with 1 being not available at all and 7 widely available.

2. In your country, to what extent do companies invest in training and employee development?

Scoring: Score range is 1-7, with 1 being not at all and 7 to a great extent.

Source: WEF Competitiveness Index.

#### 3.4 Early childhood development programmes (national level indicator)

**"Early childhood, which spans the period from birth to 8 years of age, is critical for cognitive, social, emotional and physical development. During these years, a child's newly developing brain is highly plastic and responsive to change as billions of integrated neural circuits are established through the interaction of genetics, environment and**

**experience. Optimal brain development requires a stimulating environment, adequate nutrients and social interaction with attentive caregivers.” UNICEF.**

This score comes from a proxy indicator that represents “Affordability, availability and quality of childcare”.

Scoring: Score range is 0-4, with 0 being the worst and 4 the best.

Source: EIU assessment based on secondary and primary sources.

## **Category: IV. HUMAN AND SOCIAL CAPITAL**

**This category comprises other aspects of human capital that can help to unleash the economic potential of young people in a city. Family is an important institution that contributes to developing the skills and self-esteem that will shape future opportunities for young people.**

### **4.1 Quality of healthcare (city level indicator)**

**Youth physical and mental well-being is essential to increase their productivity and overall livelihood.**

This score is taken from the Economist Intelligence Unit Liveability Index. The indicator refers to private and public healthcare systems with high standards of care. Factors such as provision of medicine, level of equipment technology and the presence of a wide variety of specialists are used to measure the quality of healthcare in a city. It is a composite of two equally weighted indicators:

1. Quality of private healthcare
2. Quality of public healthcare

1=Acceptable  
2=Tolerable  
3=Uncomfortable  
4=Undesirable  
5=Intolerable

Scoring: Score range is 1-5 for each indicator.  
Source: EIU Liveability Index.

### **4.2 Safety (city level indicator)**

**Young people can be susceptible to crime that can adversely affect their daily lives.**

The score is taken from the Economist Intelligence Unit Liveability Index. It is a composite of two equally weighted indicators:

1. Presence of petty crime: Refers to minor activities such as theft, where no physical harm comes to the victim.
2. Presence of violent crime: Refers to armed robbery, mugging or assault, as well as more serious acts of violence such as rape and murder.

1=Acceptable  
2=Tolerable  
3=Uncomfortable  
4=Undesirable  
5=Intolerable

Scoring: Score range is 1-5 for each indicator, with 1 being the best and 5 the worst.

Source: EIU Liveability Index.

### **4.3 Income inequality (national level indicator)**

**Income inequality can prevent youth from diverse backgrounds from having an equal chance of life success.**

This score is determined by using the Gini Index from the World Bank Development Indicators. For countries not covered by the World Bank, the score is taken from national statistics.

Scoring: Score range is 0-100, with 0 being perfect equality and 100 perfect inequality.

Sources: World Bank Development Indicators; national statistics.

### **4.4 Gender inequality (national level indicator)**

**To ensure that both boys and girls will face equal opportunities in different domains.**

This score is determined by using the Gender

Development Index (GDI) and the Gender Inequality Index (GII) from the United Nations Development Programme (UNDP). It is a composite of two equally weighted indicators:

1. Labour force participation
2. Expected earnings

Scoring: Score is calculated using an average of ratios of female to male rates.

Source: EIU calculation based on data from UNDP.

#### 4.5 Youth optimism about their economic future (city level indicator)

**This measures the perceptions of youth with regard to their economic prospects, in order to understand their views on the city's environment for youth development.**

The indicator assesses the following question:

How optimistic are you about your economic future?

- Very optimistic
- Somewhat optimistic
- Neither pessimistic nor optimistic
- Somewhat pessimistic
- Very pessimistic

Scoring: Score is calculated using the number of young people who answered "very optimistic" and "somewhat optimistic" as a percentage of the total youth surveyed. A high percentage is good.

Source: EIU Youth Survey.

#### 4.6 Youth civic engagement (city level indicator)

**Young people who are engaged in their community through volunteering, politics and other civic activities have beneficial impacts on both the community and on youth development. These activities help youth gain new skills and networks and may help improve the city and the community.**

The indicator assesses the following question:

In the last two years, have you participated in any programmes or activities that helped your city, community or country?

- Yes
- No

Scoring: Score is calculated using the number of young people who answered "yes" as a percentage of the total youth surveyed. A high percentage is good.

Source: EIU Youth Survey.

#### 4.7 Migration (city level indicator)

**Cities that attract youth potentially offer more economic opportunities.**

The indicator assesses the following question:

In the last five years, have you moved for school, work or a better life?

- Yes
- No

Scoring: Score is calculated using the number of young people who answered "yes" as a percentage of the total youth surveyed. A high percentage is good.

Source: EIU Youth Survey.

#### 4.8 Adolescent fertility rate (national level indicator)

**Youth who become heads of families miss opportunities to work and study. Moreover, they lack the necessary skills and resources to create an appropriate environment for their children to grow up in.**

The score is taken from the World Bank Development Indicators. The indicator measures the fertility rate of women between the ages of 15 and 19.

Scoring: Number of births per 1,000 women aged 15-19.

Source: World Bank Development Indicators.

#### 4.9 Availability of parks, sports and cultural activities for youth (city level indicator)

**A city that offers recreational options offer young people channels of creativity and leisure.**



This score is taken from the Economist Intelligence Unit Liveability Index and Green City Index. It is a composite of three equally weighted indicators:

1. Availability of sporting facilities: The availability of sporting activities and facilities that can be pursued within a city.

1=Acceptable

2=Tolerable

3=Uncomfortable

4=Undesirable

5=Intolerable

Scoring: Score range is 1-5, with 1 being the best and 5 the worst.

Source: EIU Liveability Index.

2. Cultural availability: Measures the availability of four main cultural indicators.

- Availability of quality theatre productions
- Availability of classical music concerts
- Availability of modern music concerts
- Availability of global satellite TV

Scoring: Score range is 1-5 for each indicator, with 1 being the best and 5 the worst.

Source: EIU Liveability Index.

3. Green spaces per capita: Sum of all public parks, recreation areas, greenways, waterways and other protected areas accessible to the public.

Scoring: Square metres of green space per inhabitant.

Source: EIU Green City Index.

