

# Youth Policy Toolbox Mongolia

Experience and Experiments



# Key risks:

We brainstormed and decided that the key risks for the Youth Policy Toolbox in Mongolia are:

- Content is not practical for policymakers because it does not consider available resources
- Content is not practical for Youth NGOs because it does not consider available resources
- In rural areas, public servants not interested in the content/issues
- Hard to coordinate messaging between youth organisations & policymakers

# We think policy programmes fail because:

- Change in government creates lack of continuity in policy
- Youth policy is not always given a great deal of priority in budgeting
- Young people are not involved in policymaking and so policy does not meet youth needs.
- Most youth policies don't focus on sustainability. They focus on short term implementation
  - Unsustainable = 1-day events, campaigns
  - Sustainable = training or something that can result in a long-term outcome for youth

# Challenges to running experiments in Mongolia:

Language barrier - some concepts difficult to translate

In Mongolia there is a tendency for people to ignore or not reply to email communication, oral communication is preferred

Some participants are unwilling to put effort in when reading emails

There are differences in internet access when it comes to rural/urban participants

# Experiment 1

**We wanted to know if** - Policymakers involved in youth employment

**Have the problem** - Creating policies that meet youth needs

**So we ran the experiment-** interviewed policymakers to ask them about challenges in policy making .

# Policymakers involved in youth employment said their challenges in making policy were:

- How to do research on the youth employment situation - 10/15
- Basic knowledge of making a policy and program for youth employment - 9/15

Policymakers shared their ideas on how to improve youth improvement including:

- Exempting companies who support youth employment from certain taxes
- Empowering youth through partnership
- Developing industries in the countryside

# Experiment 2

**We wanted to know if** - Policymakers involved in youth employment

**Have the problem** - Creating policies that meet youth needs

**So we ran the experiment** - providing policymakers with samples of best practice and interviewing them about whether they are relevant locally.

# This is what we found:

- 10/15 respondents said they would use international best practice as a point of reference
- 15/15 respondents (100%!) said they would like to participate in a training about youth policy and international experience



## They also suggested that:

- Government to train youth in sought after skills
- Register unemployed youth through the internet
- Support paid internships and volunteering
- Focus on decreasing gender discrimination
- High school career guidance

So we decided to see how badly they wanted the information:

We created a “**Registration of Interest**” for training in creating policies that **meet youth needs**.

The form was quite long - 20 questions - to see **how badly they wanted this training**.

Before the deadline we only had 3/15 people sign up.

# We rang them to follow up why they did not register:

They said:

There were too many questions

We do have interest but we have no time to fill out the application

Didn't fully read email

Didn't check the email because we were busy

Everyone knows we have problem with youth but nothing can be done

# Experiment 3:

**We wanted to know if** - Youth NGOs

**Have the problem** - wanting to have their policy recommendations adopted by government but they are **unaware of how to advocate**.

**So we ran the experiment** - offering Youth NGOs training for \$20, \$40 and \$80. How many youth representatives would pay this for the training?

## What we found:

- 9 out of 11 Youth NGO representatives said they need this training
- BUT only 1 out of 11 said they would pay 50,000 Tugriks

So we decided to run a follow up experiment:

We sent out a **registration of interest** form to Youth NGO representatives.

We offered:

- 2 hour brief advocacy training workshop - **free**
- 1 day workshop -**20 USD**
- 2 day comprehensive training - **40USD**

What we found was:

**No one signed up!**

# So we rang them to find out why and this is what they said:

9/11 Youth NGOs said they want the training and but didn't sign up because:

	Didn't check email	Didn't have time to fill out form	Didn't pick up phone	Total number of NGO's
Frequency	3	6	2	11



# Experiment 4

**We wanted to know if** - Youth NGOs and policymakers

**Have the problem:** Hard to coordinate messaging between youth organisations & policymakers

**So we** interviewed both groups to see if their concerns are the same

# Policymakers said:

- **Pensioners do not leave their jobs which negatively affects opportunities for youth employment**
- Public policy only supports manual labour even though youth want to get an office job or start their own business
- Youth do not come to public labour centers to report unemployment (In Mongolia, the official unemployment rate is very low even though in reality it is much higher)
- Public administrators gives low priority to organizing events for youth employment which decreases youth participation

# Youth said:

- Youth don't attend events that are organized by an opposing political party.
- Jobs lost when new party is elected due to political affiliation.
- In most cases, events organised by public services are not interesting (introducing law, giving lengthy lectures etc)
- **In working space, older people do not support younger colleagues**

# The problem was validated:

From 20 public servants and 15 young people **only one issue** overlapped - the **tension** between **older and younger employees**

We decided that this validates the problem - it is hard to coordinate messaging between youth organisations & policymakers

# Experiment 5

**We wanted to know if** - public servants in rural areas who deal with youth unemployment

**Have the problem** - rural public servants are not interested

**So we ran the experiment** - interviewing policy makers about whether best practices on the toolbox are relevant to them

# And this is what we found:

The rural public servants are interested in:

- lessons about how to make policies and projects more inclusive for diverse groups and how to cooperate with civil societies
- good examples of mentorship programs between young and older employees

We found it is **not true** that rural policymakers are not interested in  
the content

“The good practices in the Asia Pacific region will be useful for Mongolian policy makers to support youth and to find other solutions to solving problems facing youth today in Mongolia.”

- Rural policymaker

# Conclusions:

1. Policymakers **do have** real challenges in creating policy that meets youth needs
2. We **could not prove or disprove** that Youth NGOs want advocacy training
3. It is hard to coordinate messaging between youth organisations and policymakers
4. It is **not true** that in rural areas public servants are not interested in the content. We found a lot of interest