



International  
Labour  
Organization

# Youth Employment Interventions in Africa

A Mapping Report of the Employment and Labour Sub-Cluster of the  
Regional Coordination Mechanism (RCM) for Africa



2011

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of the Regional Coordination Mechanism (RCM) for Africa



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First published 2012

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*Youth Employment Interventions in Africa: A Mapping Report of the Employment and Labour Sub-Cluster of the Regional Coordination Mechanism (RCM) for Africa / International Labour Organization-Regional Office for Africa. Addis Ababa: ILO, 2012*

ISBN 978-92-2-126730-0 (print)

ISBN 978-92-2-126731-7 (web pdf)

*ILO Cataloguing in Publication Data*

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*Printed in Ethiopia*



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### Foreword

The world is facing a global youth employment crisis. The structural nature of the global jobs crisis is such that there is a call for a more definite push for growth and job-oriented strategies.

This report, therefore, comes as a timely response to the need to estimate and report on the extent to which development partners in Africa are living up to their obligations in relation to youth employment on the continent. It is a sober and forward-looking exercise highlighting present policy and programme-level interventions, their formidable challenges and inherent limitations, and the way forward. It also aims to encourage partners to learn from each other and to promote concerted action to build on achievements to date.

The report analyzes current responses to youth employment challenges across Africa by the members of the Employment and Labour Sub-Cluster of the RCM for Africa. It also highlights good practice for replicability, to inform future action.

We recognize that, given the variety and diversity of interventions throughout the continent, there is no one-size-fits-all solution to challenges African countries are currently facing in creating employment opportunities for their youthful population. The problems are as complex as youth are non-homogeneous.

Given the staggering realities currently facing African youth and the pervasive global jobs crisis, we urge all development partners and governments to take coordinated and collective action. We believe that the findings of this report will help in defining, redefining, and strengthening our strategies in addressing youth employment challenges in Africa. Therefore, we invite all stakeholders to pay particular attention to the findings of this report.

Charles DAN  
ILO Regional Director for Africa



### Acknowledgment

This study based report was prepared and written by Mr. Biniyam Mekasha Yemane, an independent consultant, under the overall supervision and guidance of Mrs. Judica Amri-Lawson, the Deputy Regional Director of the ILO Regional Office for Africa. The ILO Regional Office for Africa appreciates the consultant's dedication and commitment in delivering good outputs in a timely manner. The ILO also wishes to recognize the role played by the secretariat and members of the Regional Coordination Mechanism (RCM) for Africa in particular, the African Union Commission and UN agencies, and Regional Economic Communities (RECs) which participated in this study. The preparation of this report wouldn't have been possible without their support.



## Acronyms and Abbreviations

ACGSD	African Centre for Gender and Social Development
AUC	African Union Commission
AUYVC	African Union Youth Volunteer Corps
CSOs	Civil Society Organizations
ECOWAS	Economic Community for West African States
FAO	Food and Agriculture Organization of the United Nations
HIV/AIDS	Human Immunodeficiency Virus
ILO	International Labour Organization
KAB	Know About Business
KILM	Key Indicators of the Labour Market
MDGs	Millennium Development Goals
MRU	Mano River Union
NEPAD	New Economic Partnership for African Development
NGOs	Non-government Organizations
OECD	Organization for Economic Cooperation and Development
PYU	Pan-African Youth Union
RCM	Regional Coordination Mechanism
RECs	Regional Economic Communities
TREE	Training for Rural Economic Empowerment
TV	Television
UN	United Nations
UNDAF	United Nation Development Assistance Framework
UNECA	United Nations Economic Commission for Africa
UNEP/DTIE	United Nations Environment Programme/Division of Industry, Technology and Economics
UNESCO	United Nations Education, Science and Cultural Organization
UNICEF	United Nations Children's Fund
UNIDEP	African Institute for Economic Development and Planning
UNIDO	United Nations Industrial Development Organization
UN WOMEN	UN Entity for Gender Equality and the Empowerment of Women
USD	United States Dollar
YEN	Youth Employment Network

### Executive Summary

Africa has a youthful population made up of enthusiastic and energetic young people who, were sufficient supportive policies and programmes in place, could drive the social and economic prosperity of the continent. Despite decade-long efforts, the challenges of youth development - and hence, employment - are still rife in Africa. There is also a widely-held view that productive employment and decent work for young people cannot be achieved through fragmented and isolated interventions. Rather, there must be sustained, determined, and concerted action by a wide range of actors. Thus, the consensus is that youth employment is a cross-cutting and high-priority issue that needs to be addressed within the framework of an interdisciplinary, multi-sectoral, and multi-stakeholder approach.

One of the mechanisms in place for coordinating efforts to tackle the socio-economic challenges of Africa is the Regional Coordination Mechanism (RCM). The RCM is a mechanism for enhancing UN system-wide coherence, coordination, and cooperation at regional and sub-regional levels; to 'deliver as one' in support of the African Union and its NEPAD programme. The RCM is organized into nine thematic clusters which are further divided into sub-clusters. The Employment and Labour Sub-Cluster, co-chaired by the ILO, is one of the sub-clusters of the Social and Human Development cluster. Amongst the outcomes specified in the sub-cluster's 2010 – 2012 business plan is support and promotion of the employment of young men and women. Several outputs and activities were agreed upon to actualize this outcome. One was to map scattered efforts in order to produce a comprehensive report on Regional bodies, UN agencies, and development partner efforts to promote youth employment in Africa, thereby leading to consolidated youth employment programmes.

Consequently this report, which aims to map AUC, UN agency, and REC youth employment projects and programmes, assessing each organization's strategy and implementing modalities, falls within the activities and outputs outlined in the employment and labour sub-cluster business plan.

This report analyzes and documents the scale and contexts of programmes promoting decent work for youth in Africa and identifies useful lessons learned for future work. This mapping exercise is timely and relevant for three reasons.

First of all, we are at a time when the on-going youth employment crisis, aggravated by the global financial crisis, creates a renewed sense of urgency for action. Across the world, young women and men face real and increasing difficulties finding decent work. Youth aspirations for jobs, freedom, and social justice, their deep alienation from the system that led to the economic and social exclusion of a whole generation of young people, generating extreme inequalities of wealth and income, have triggered the surge in youth-led protests against economic injustice across the world (ILO, 2012).

Secondly, during the UN General Assembly meeting in November 2009, the year 2010 was declared the International Year of Youth. At this meeting, the General Assembly invited all Member States, specialized agencies, funds and programmes of the UN system, to take advantage of the Year of Youth to build on synergies amongst their activities to be carried out at national and international levels. This mapping makes use of this unique opportunity to assess & monitor the impact of the created momentum after setting the year on youth. Thirdly, amongst issues recommended by the 10th RCM for clusters to mainstream into their activities is employment and decent work, particularly for youth. Moreover, such a call for a unified approach comes precisely when the development discourse from African governments gives greater priority to youth challenges.

This mapping report is based on a review of ongoing youth employment interventions. It includes those completed in the two years prior to 2011 and also draws on desk research to make use of current knowledge on youth employment throughout the world. It also presents a concrete analysis and proposes a way forward in response to the challenges identified by the exercise.

As part of the review of the status of youth employment in Africa, the report describes how young people are employed predominantly in the agriculture sector and the informal economy - both of which are characterized by the prevalence of under-employment. Reasons given for these high rates of youth unemployment are that young people tend to seek more employment opportunities in agriculture and the informal sector as there are no opportunities in the formal sector. Slow rates of economic growth and the limited relevance of education and training systems have been identified in many African countries as key issues for explaining youth unemployment. As a result, policies and programmes target these areas when addressing the youth employment situation in the affected countries.

The report acknowledges the increased political commitment of African governments to youth development and hence, employment. This is reflected by both the adoption of the African Youth Charter (2006) and the adoption of the Decade Plan of Action for Youth Development and Empowerment at the African Union Summit of Heads of States and Governments in Malabo, Equatorial Guinea, in July 2011. The Summit theme was 'Innovative financing for African Youth Development and Empowerment'. This report also noted that, given the degree of political commitment, development partners urgently need concerted action to assist African countries live up to their commitments on youth employment and development.

The findings of the report also noted that whilst there is evidence of progress in designing and implementing policies and programmes at various levels, a number of major weaknesses and deficiencies still persist. This is particularly evident with regard to the sub-regional distribution of interventions and



the quasi-total absence of post-implementation and mid-term evaluation mechanisms.

The report further sets out some of the characteristics of youth employment interventions, pin-pointing the most important issues to be addressed in their implementation and post-implementation phases. It also suggests the way towards more effective implementation and how best to achieve the visions of the continent's leadership for its youth.



# 1 Introduction

Africa is the youngest continent with children and youth aged below 30 years constituting 70 percent of the continent's entire population (ECA, 2009)<sup>1</sup>. By 2050 according to predictions, 29 percent of the total world youth population will reside in Africa. These young and energetic people of Africa, however, have the potential, ability, creativity, enthusiasm, and energy for achieving Africa's renaissance, as articulated by the continental leadership. Investments in their education and transition to employment, health, and social well-being are critical for the continent and Africa's global repositioning agenda.

Youth will also be the driving force behind economic prosperity in future decades, but only<sup>2</sup> if policies and programs are in place to enhance their opportunities and encourage smaller families.

In the absence of proper infrastructure and public commitment, this huge positive potential could turn into a dreadful momentum as population continues to grow. Most importantly, providing basic services such as health and education, and decent jobs for young people, are pivotal for economic growth, regional peace, stability, and security. As the ranks of unemployed youth swell, the problem is becoming increasingly dire.

The past decade saw national, regional, and international efforts spurring a number of interventions aimed at strengthening youth development work. Methods adopted included enhancing strategic alliances and fostering more effective partnerships amongst stakeholders with a genuine interest in achieving real outcomes and benefits for Africa's youth.

Internationally, the year 2010-2011 was declared the International Year of Youth during the United Nations General Assembly meeting in November 2009. The theme was "Dialogue and mutual understanding". The Assembly called upon all Member States, specialized agencies, funds, and programmes of the United Nations system to take advantage of the Year and advocate youth development at national, regional, and international levels.

At the regional level, there were also a number of African Union initiatives and commitments. These included the adoption and entry into force of the African Youth Charter during the Summit of Heads of State and Governments of the African Union in Banjul, The Gambia, in July 2006. The Charter serves as a political and legal framework for action that takes stock of the current situation of youth in Africa. It comprehensively takes into account education, employment and issues affecting African youth in the Diaspora, as well as youth participation in regional, sub-regional, and national institutions.

1 *African Youth Report: Expanding opportunities for and with Young people in Africa, Economic Commission for Africa, 2009.*

2 *Lori (2007), Africa's Youthful Population: risks or opportunities, Population Reference Bureau*



Through the adoption of the Charter, African countries have demonstrated political will to support youth policies and programmes at the highest level. While each of these steps has brought the continent a step closer to realizing its goal of broader youth participation, the process is ongoing and long-term. It was at the inauguration of the Decade of African Youth<sup>3</sup> that the continental leadership dedicated time and the leadership, and adopted the plan of action necessary to make its goal a reality.

The development of the Plan of Action for the Decade of African Youth Development - dedicated to enhancing the ability of African youth to pursue sustainable livelihoods and contribute to the progress of the African continent - is a critical activity. It involves other related domains and targets related to skills development and capacity building for sustainable livelihoods. It will lead to a long-term and clear programme of action involving the main clusters related to the African youth development agenda, non-formal education, and lifelong learning.

The current challenge is the absence of comprehensive, accessible, and aggregate information relating to youth development and hence, employment projects and programmes. This makes it very difficult for diverse stakeholders to shape the direction of their youth employment policy and programming. By presenting ongoing youth development efforts in general, and employment in particular, in an aggregated manner, it is easier to focus on the impact of youth-effective public awareness, thereby drawing greater attention to African youth issues on the continental agenda. Thus, mapping youth employment programmes lends numerous contributions to advancing youth employment across the continent. It also provides diverse stakeholders with adequate information on the status of youth employment projects and programmes.

### 1.1 Objectives and Justification

Given the dearth of coordinated, comprehensive, accessible, and disaggregated data on the number and status of project- and programme-level interventions relating to youth employment on the continent, diverse stakeholders have found it difficult to identify gaps in interventions and shape their projects and programmes accordingly. Actual information collected on ongoing and recently completed youth employment interventions readily increases programme visibility for effective, evidence-based policy advocacy that would enable youth issues to gain efficient status in national accounts.

Various programmes targeted at youth are offered by governments and also by civil society. However, these programmes are largely uncoordinated due to multiple and weak frameworks supporting youth development. Consequently,

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<sup>3</sup> *The African Youth Decade, 2009-2018 Plan of Action is a framework for multi-sectoral and multi dimensional engagement of all stakeholders towards the achievement of the goals and objectives of the African Youth Charter.*

it has been difficult to account for programme inputs, outcomes, and impact. Multiple frameworks lead to a lack of clarity. The varying definitions of youth by different bodies make it difficult to create a coordinated youth response. It is difficult to provide consolidated, comprehensive data for youth because of the lack of consistency in the ages stipulated by different actors and the different youth development indicators. There is a programmatic gap between implementors and actors, leading to an inaccurate reflection of youth program impact.

Thus, mapping youth employment programmes would largely contribute to advancing the issue across the continent in the following ways: by providing diverse stakeholders with adequate information on youth employment project and programme status; fostering the use of these tools by organisations to implement a wide range of developmental processes, both at local and regional levels.

The objective of the mapping is:

- To map out and document various, scattered youth employment efforts in order to consolidate and coordinate more effective and rationalized support in this area.
- To assemble a knowledge base to effectively assist African states in their efforts to tackle youth unemployment and under-employment challenges.
- To identify comparative advantages of different UN agencies and development partners with a mandate on youth issues, create a network among them and develop a strategy for more effective partnerships. This is also expected to equip all organizations to engage the One UN reform process more effectively.
- To set out an initial framework for the crucial elements that constitute best practice in promoting youth employment conditions and outcomes of youth in Africa using a human rights-based approach.
- To identify best practices and challenges in implementing initiatives that promote youth employment and opportunities for revitalization.

### 1.2 Project Organization

As the Chair of the Employment and Labour Sub-Cluster, ILO was the central coordinating agency for the exercise. ILO took a lead role in establishing and maintaining the partnerships necessary for the exercise, coordinating the various resources required for the exercise. The Sub-Cluster also developed a work plan for the exercise, monitoring its implementation, recruiting and supervising the consultant for the exercise, and facilitating the development of the key outputs.

The African Youth Employment Mapping exercise began in early October 2011 under the leadership of the Deputy Regional Director of the International Labour Organization's Regional Office for Africa and Co-Chair of the Employment and Labour Sub-Cluster, Mrs. Judica Amri-Lawson. A consultant was then hired to conduct the mapping and analysis whilst administrative support was provided by ILO staff.

### 1.3 Methodology

This exercise collected data from a literature review, including a review of online resources and project monitoring documents. A self-administered survey questionnaire was disseminated. A list of key respondents was prepared made up of youth focal persons from participating organizations. A full list of key respondents is provided in Annex (1). The self-administered survey questionnaire was sent out to members of the Employment and Labour Sub-cluster of the RCM for Africa. Seventy percent of the survey questionnaires sent were completed and suitable for analysis.

The literature review was conducted by reviewing interim progress reports and published documents on youth development and employment in the region. In addition, further literature was obtained on regional programmes during desk analysis.

## 2 The Current State of Youth Employment in Africa

The problem of youth unemployment and under-employment in Africa poses complex economic, social, and moral policy issues. The problem affects the majority of adults in both rural and urban areas, even if its incidence is higher amongst youth, women, and rural populations. Available statistics suggest that employment growth has not been impressive in Africa.

Active youth, most of whom are employed in the agriculture and informal sectors, make up more than half of the total youth population in Africa. Under-employment is a characteristic shared by both population groups. The rest of the population falls into the self-employment category most of which is, again, in the informal sector.



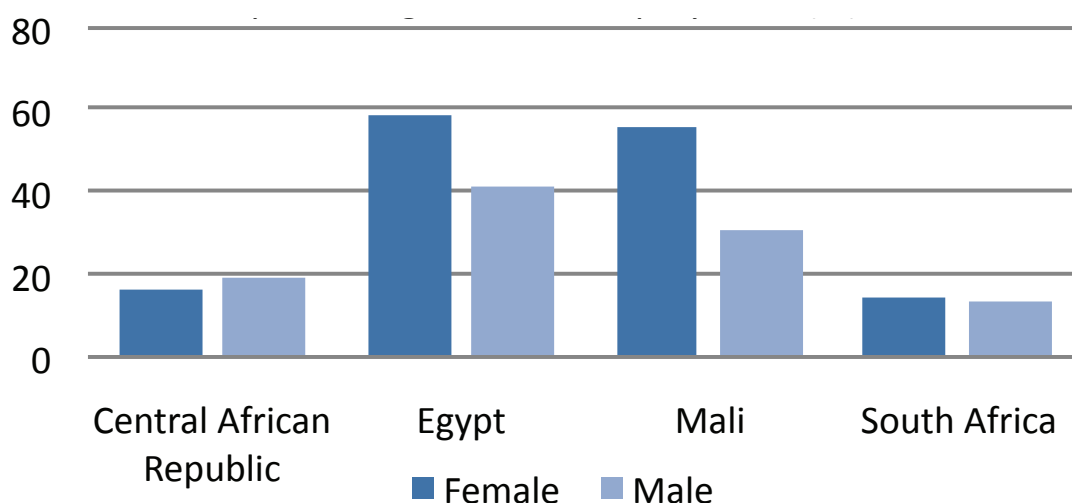
Among the many factors, put simply, unemployment results from a relatively slow growth in demand for labour, combined with a rapidly-growing supply of labour - aggravated by the very high levels of population growth and rural-urban migration.

As a result of the high rates of youth unemployment, young people tend to get more employment opportunities in the

informal sector. Since the number of new vacancies in the formal sector are not catching up with the number of new young people looking for jobs, young people find the informal sector their next best alternative rather than remaining openly unemployed. Youth participation in the informal sector constitutes, for example, up to 58 percent and 42 percent of total youth employment in Egypt for females and males, respectively<sup>4</sup>. In Uganda, the informal employment rate stood at 95 percent in 2000-2001 and marginally decreased to 93.3 percent, in 2006. The predominance of pervasive informal employment suggests that growth in the economy has not resulted in decent jobs.

<sup>4</sup> ILO, *Key Indicators of the Labour Market (KILM)*, 6th edition

Figure 3.1 Employment in the informal sector as percentage of total employment (%)



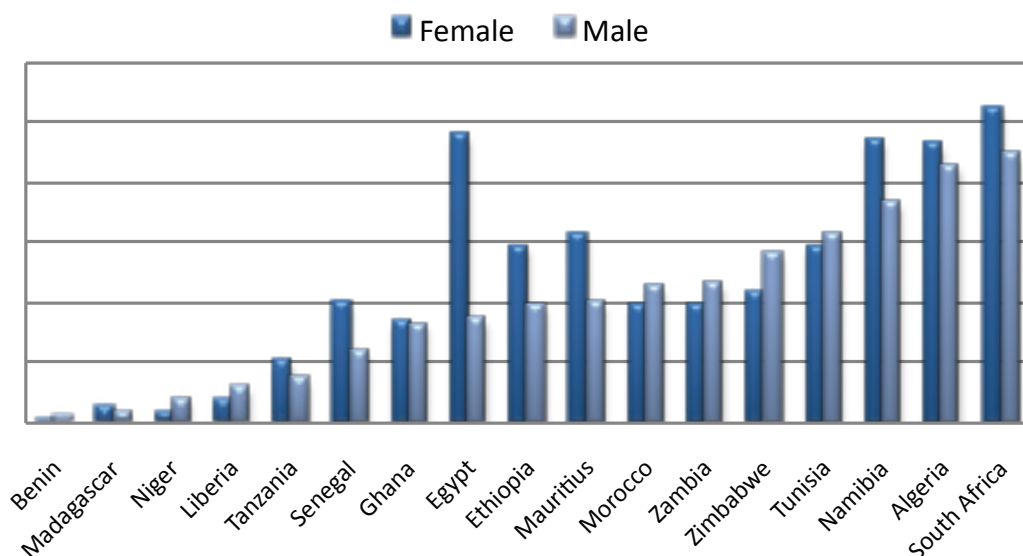
Source: ILO, *Key Indicators of the Labour Market (KILM)*, 6th edition

Despite declining fertility rates in Africa, the effects of the HIV/AIDS epidemic, and high maternal mortality rates, the African population remains the world's fastest-growing and most youthful.<sup>5</sup> These high population growth rates place an unusually severe burden on the employment sector. In addition, the seasonal character of agriculture, low incomes in the informal sector, and various structural factors exacerbate the situation in the labour market. The result is that the young productive labour force in the region is under-utilised.

Another group amongst the active population in Africa is openly unemployed. In Southern Africa, unemployment rates exceeding 20 per cent are not uncommon. In much of the rest of Africa, too, unemployment rates are relatively high, though perhaps not as high as in some Southern African countries where the formal sector tends to be large. Figure 3.1 above assembles data relating to employment in the informal sector as percentage of total employment. This data permits several observations concerning the status of youth in the labour market. Many labour market surveys do not, however, provide such statistics on the level and severity of the informal sector in developing countries, in Africa in particular.

<sup>5</sup> African Union Commission and Economic Commission for Africa. (2010). *Economic Report on Africa 2010: Promoting high-level sustainable growth*. Addis Ababa

Figure 3.2: Youth employment indicators in Africa



Source: ILO, Key Indicators of the Labour Market (KILM) 6th edition

In general, in Africa;

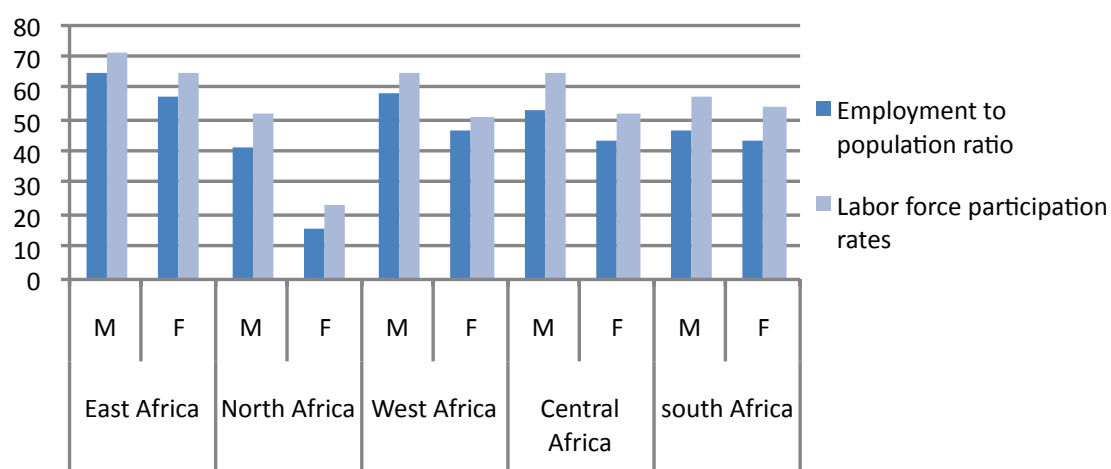
- i. Youth unemployment rates are higher in urban areas than in rural areas;
- ii. Youth unemployment rates are higher among females than males; and,
- iii. The rates of unemployment of youth with the least (or no) education or with the most education are lower than the rate of unemployment of youth with intermediate levels of education.<sup>6</sup>

There are two factors – the low growth rate of the economy and the limited relevance of the education and training system – that have been identified in many African countries as key issues to explain how youth unemployment is susceptible to policies and programmes addressing youth unemployment.

<sup>6</sup> G. Kanyenze et al (2000), *Strategies to combat youth unemployment and marginalization in Anglophone Africa*, ILO Southern Africa Multidisciplinary Advisory Team, Harare, Zimbabwe



Figure 3.3: Youth unemployment rates in se Africa



Source: ILO, Key Indicators of the Labour Market (KILM), 6th edition

The labour market has been skewed more towards young men than women in Africa. As can be seen from Figure 3.2, the youth unemployment rate is consistently higher for young women throughout many African countries.

In addition, labour force participation rates in Africa have also been shown to favor young men, with women representing, on average, less than 40 percent of the labour force. It is also estimated that children between the ages of 10 and 14 may represent as much as 30 per cent of the continental labour force. This also suggests the presence of child labour.

In general, the main factors creating sustained youth unemployment in Africa can be listed as:

- Growing divergence between economic growth and employment generation;
- Poor quality of education, training, and skills development;
- Lack of comprehensive population policies targeted at the root causes of uncontrolled rapid population increase and unemployment;
- Low levels of savings and investments that are not conducive to the creation of more jobs;
- Post-independence policies in favour of cheap and unprocessed raw materials exports; and hence,
- Dependence on the agricultural sector.

### The Impact of the Global Economic Crisis on Youth Employment in Africa



The global financial crisis that started in 2008 had negative consequences on the economic state of almost all developing countries of the world, including Africa. One of the reasons was Africa's and the rest of the developing world's dependence on both the economic and financial assistance of the developed world. Most African states export their commodities to

the developed world where fluctuations in demand for those products create serious repercussions on the economies of these low income African countries.

Global economic integration, dubbed as globalization, exacerbated the effects of the financial crisis as it spread to Africa. Opening up markets to the external world also created a space for the crisis to impact upon Africa through the declining demand for exports, increase in unemployment - as a result of the job cuts from declines in export demand - and also because of the reduction in budgetary subsidies to Africa.

Studies have documented that, even during normal<sup>7</sup> economic scenarios, Africa's youth face challenges entering into the labour market. Young people face even greater challenges in their transition to the labour market during crisis periods when labour market recovery is even slower than for other markets in an economy. Most African countries suffer adverse impacts since they are increasingly exposed and have relatively limited financial resources and institutional capacity, in addition to a narrow policy space<sup>8</sup>.

In the employment sector, the financial crisis led to a massive spike in unemployment, with rates reaching 20 percent in some regions and sub-regions. In South Africa, young persons accounted for about 40 per cent of job losses between December 2008 and December 2010. For 18 to 24 year-olds, employment fell by more than 20 percent between December 2008 and December 2010. This is compared to an overall decline of 6.4 percent. Unemployment rates for those under 25 year-olds is about 50 percent,

<sup>7</sup> Marina Komarecki, et al (2010), 'When the Global Downturn hits the Youth Bulge: Challenges and Opportunities for (Female) Youth Employment and Social Advancement, Discussion draft, UNICEF-New School University Conference, UNICEF Policy and Practice.

<sup>8</sup> The economic crisis and the Global Jobs Pact Knowledge-sharing and capacity-building workshop report, ILO (2009)

accounting for 30 percent of total unemployment<sup>9</sup>.

In Zambia, numbers without a job increased from 20.2 percent in 2000 to 21.9 percent in 2004, and 37.6 percent in 2008, whereas the average unemployment rate was 7.6 percent for Sub-Saharan Africa, in 2008.<sup>10</sup>

### Economic Recovery and Youth Employment

The first quarter of 2010 witnessed a recovery in global economic growth. However, the rate at which growth was able to create jobs did not match the pace of economic growth. As a result, there was a significant lag in labour market recoveries<sup>11</sup> in most parts of the world, and this was a long-drawn-out process in Africa. Achieving more labour-absorbing and inclusive growth requires the removal of the deep-rooted structural and institutional barriers in a typical African economy.

#### Box 2.1: The Youth-Led Revolution in Egypt

*Egypt has a rapidly increasing labour force - with 700,000 new entrants every year. In the first quarter of 2011, the overall unemployment rate was 11.6 per cent. The rate for males was as low as 8.7 per cent, the rate for females as high as 21.5 per cent. The risk of unemployment for young people is almost 6 times higher than for adults, with over 90 per cent of all unemployed people who are youth.*

*In Egypt, demonstrations started on 25 January 2011 and continued for 18 days until President Mubarak stepped down on 11 February 2011. Young people were the driving force behind the revolution.*

*After the revolution, the following labour market measures were taken: the Ministry of Finance announced the launch of a "National Programme for Employment"; and, the Ministries of Finance and Labour are currently working on a Youth Employment Fund, with technical assistance from the ILO.*

*Source: International Labour Organization, Country Office for Egypt*

<sup>9</sup> Statistics South Africa, 2011

<sup>10</sup> ILO, sub-regional office for Southern Africa,

<sup>11</sup> Byung-jin Ha et al (2010), 'Youth Employment in Crisis', International Institute for Labor Studies, Discussion Paper

# 3

## Policy Responses to the Youth Employment Crisis in Africa

Over the past decade, much attention and emphasis has been devoted to youth development in general, and youth employment in particular. There is a growing consensus that the failure to mainstream and coordinate youth policies and programmes - and to monitor and evaluate their implementation both within countries and at the continental level - has been a serious constraint to using the youth have capacities to the full.

### 3.1 The Adoption of the African Youth Charter

African States have made significant progress in recognising the dire challenges and great opportunities that youth present in Africa. As a step forward, national and regional youth networks have been established - including the Pan African Youth Union (PYU). These networks channel youth engagement and promote youth perspectives to be incorporated into national, regional, and continental policies, strategies, and programmes.

African Union Heads of States at their July 2006 Summit, in Banjul, endorsed the African Youth Charter to strengthen, reinforce, and consolidate continental and regional partnerships and relations. The Charter also aimed to prioritize youth development on the African Union's development agenda. The African Youth Charter is the political and legal document that serves as the strategic framework to propel youth empowerment and development at continental, regional, and national levels<sup>12</sup>.

The Charter entered into force on 8 August 2010. It has been signed by 37 countries and ratified by 21, to date. The Charter is a comprehensive framework addressing young people's rights and obligations. It is also the social contract between the State and the Youth, in response to priority development and empowerment needs.

The adoption and entry into force of the African Youth Charter is therefore a significant milestone for youth development in general, and youth employment in particular. This is because the African countries that ratified, adopted, and signed the Charter must develop and implement comprehensive, integrated, and cross-sectoral Youth Policies, with the active involvement of young people. To attain this end, such policy developments should strengthen and mainstream youth employment - and hence development issues - into broader development goals and priorities.

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<sup>12</sup> African Union Commision (2009), *African Youth Charter*, Addis Ababa, Ethiopia

### Box 3.2: The African Youth Charter and A Rights-Based Approach in Youth Employment Interventions:

*The African Youth Charter was adopted by the Heads of States and Governments of Africa during the July summit held in Banjul, the Gambia, 2006. African states have the obligation to adopt and align their youth development programmes with the Charter. Currently more than 37 countries have endorsed the Charter.*

*The Youth employment component of the charter states clearly that, "...Every young person shall have the right to gainful employment..." it states also that "...States Parties shall take all appropriate measures with a view to achieving full realization of this right to gainful employment and shall in particular:*

- a. Ensure equal access to employment and equal pay for equal work*
- b. Develop macroeconomic policies that focus on job creation particularly for youth and for young women;*
- c. Develop measures to regulate the informal economy to prevent unfair labour practices where the majority of youth work;*
- d. Foster greater linkages between the labour market and the education and training system*
- e. Implement appropriately-timed career guidance for youth as part of the schooling and post-schooling education system;*
- f. Promote youth entrepreneurship by including entrepreneurship training in the school curricula, providing access to credit, business development skills training, mentorship opportunities and better information on market opportunities;*
- g. Institute incentive schemes for employers to invest in the skills development of employed and unemployed youth;*
- h. Institute national youth service programmes to engender community participation and skills development for entry into the labour market*

*Source: African Union Commission, African Youth Charter, 2006*

### 3.2 African Youth Decade Plan of Action, 2009-2018

The Assembly of Heads of States and Governments of the African Union declared 2009 to 2018 as the Decade on Youth Development in Africa during the last Executive Council meeting held in January 2009, in Addis Ababa, Ethiopia.

The Decade is an opportunity to advance the youth development agenda in all Member States across the African Union, to ensure effective and more ambitious investments in youth development programmes, and increased support to the development and implementation of national youth policies and programmes.<sup>13</sup>

After adopting the Decade for Youth Empowerment and Development came the Plan of Action for Youth Empowerment and Development in Africa, adopted by the Conference of Ministers in charge of Youth (COMY III) in Victoria Falls, Zimbabwe. The Plan of Action on the Decade serves as a road map for implementing the African Youth Charter. Partner organizations have also been requested by the African Union Commission to align their programming to the Decade's Plan of Action, within the framework of the Charter.

### 3.3 Financing Youth Employment Programmes: The July 2011 Summit

The 17th AU Heads of State and Government July 2011 Summit was held in Malabo, Equatorial Guinea, on the theme of 'Accelerating Youth Empowerment for Sustainable Development'. The Summit deliberated on financing youth development and empowerment issues. It adopted a

Declaration in which it was decided that AU Member States should advance the youth agenda and adopt policies and mechanisms for the creation of safe, decent, and competitive employment opportunities, by accelerating the implementation of the African Youth Decade Plan of Action (2009-2018). African leaders also committed themselves to 'reduce youth and women's unemployment by at least two percent annually over the next five years', as articulated in the African Youth Decade Plan of Action. Consequently, the African Union Commission (AUC) was requested to work on developing a comprehensive youth employment pact with international partners. The Summit called upon all partners and stakeholders to align all youth-related development programs with the African Youth Decade Plan of Action.<sup>14</sup>

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<sup>13</sup> African Union Commission (2011), *The Plan of Action for the African Decade for Youth Development and Empowerment*, Addis Ababa, Ethiopia

<sup>14</sup> AU summit Assembly/AU/Dec.363(XVII)

### Box 3.3: Aligning Youth Employment Interventions with the Plan of Action for the AU Decade of Youth Empowerment and Development, 2009-2018

*The African Union Commission declared the years 2008-2019 as the Decade for Youth Development and approved a Plan of Action to implement the priority activities identified during the Decade in harmony with International consensus on the International Year of Youth 2010 through 64th UN General Assembly Resolution 34/164,*

*The Plan of Action brought commitment on the part of African Union Member States to reduce youth and women's unemployment by 2 percent annually. Moreover, more than half of the performance focuses of the Plan of Action are directly linked to youth employment:*

*Institutionalize Youth capacity building: establish skills exchange and knowledge transfer programmes that reduce current high risks and costs of doing business in African and thus improve the investment climate, to be rapidly accompanied by the creation of new jobs.*

*Encouraging and supporting Youth entrepreneurship: Advocacy for the reform of market policies and providing incentives that encourage the entrepreneurship efforts of youth as a critical value driver for initiating business ideas, mobilizing human, financial and physical resources, and for establishing and expanding enterprises.*

*Improving access to performance based education and skills: A young person's employment prospects are closely related to the critical thinking developed during formal and informal education. Consequently creating opportunities for Internship and funds for research that improve evidence on the concept of youth in development.*

*Scaling-up Youth Volunteer work at continental level: The characteristics of the African Youth Volunteers Corps shall involve capacity development and skills transfer; hence the programme can be useful to address the human resource gaps as noted above.*

*Source: African Union Commission (2011), The Plan of Action for the decade of Youth Empowerment and Development,*

### 3.4. The Regional Coordination Mechanism (RCM): towards integrated programming on youth employment in Africa

One of the coordination mechanisms in place for tackling the socio-economic challenges of Africa, including youth employment, is the Regional Coordination Mechanism (RCM). The RCM is a mechanism for enhancing UN system-wide coherence, coordination, and cooperation at regional and sub-regional levels to 'deliver as one', in support of the African Union and its NEPAD programme.

Orienting the Regional Coordination Mechanism (RCM), and hence the Employment and Labour Sub Cluster's work, towards youth employment issues will also serve as a significant step forward in bringing greater integrated and well-coordinated solutions to youth employment challenges in Africa. Specifically, the 8th Ordinary Session of the AU Labour and Social Affairs Commission stated that "the AUC, in collaboration with international partners such as the OECD, ILO, UNESCO, FAO, UN WOMEN, UNICEF, should facilitate experience sharing on the implementation of the Ouagadougou Declaration and Plan of Action among Member States. This includes developing a booklet on Best Practices on the Implementation of the Ouagadougou Plan of Action for dissemination. The booklet shall highlight practices on Social dialogue, Youth and Women Employment, and Funding of Employment Policies".



# 4

## Youth Employment Interventions in Africa

Given the present youth employment challenge in Africa, there is and has been an urgent need for policy-, project-, and programme-level interventions in Africa. In response, the African Union Commission, International development organizations, and Regional Economic Communities, designed and implemented projects and programmes with direct and indirect outcomes on employment, with varying definitions of age groups for young people<sup>15</sup>. Progress reports on the status of youth employment in Africa show, however, that there is still a need for more interventions to work on various thematic areas, including employment creation, skills development, and employment services.

This section will review and map existing youth employment projects and programmes in Africa.

### 4.1 Geographic Distribution of Interventions

One of the many primary goals of conducting the mapping exercise is an analysis of various youth employment interventions throughout Africa. Such a depiction helps to simplify and summarize the overall presentation and facilitates the gap analysis. There are 47 interventions by organizations participating in this mapping in almost all 54<sup>16</sup> African countries.<sup>17</sup> Figure 4.1 below shows the distribution and concentration of interventions in Africa.<sup>18</sup>

Sub-Saharan Africa has more youth employment interventions than the North Africa sub-region, although in terms of the sub-regional analysis within Sub-Saharan Africa, the distribution of interventions varies. Accordingly, the West African sub-region has a higher concentration of youth employment interventions, followed by East Africa. However, the youth employment crisis is concentrated far more in the North and Southern Africa sub-regions, with average rates of youth unemployment at 33 percent and 24 percent, respectively. Therefore, the analysis demonstrates a greater need for project-, programme-, and policy-level interventions in the sub-regions with a high prevalence of crisis. The section below looks at each sub-region's status with regard to the youth employment challenge and the number of ongoing interventions.

<sup>15</sup> The African Youth Charter defines youth as between 15 to 34 while the UN defines it as 15 – 24.

<sup>16</sup> The African State of South Sudan has been included although a clear boarder demarcation has not been officially released.

<sup>17</sup> Some interventions are based in a single country while some spread across more than one country.

<sup>18</sup> The boarder demarcations in this map are not official and have not been standardized



Figure 4.1: Youth employment projects throughout Africa



### Northern Africa

The North Africa sub region has a very high youth employment crisis level. According to ILO Key Indicators of the Labour Market (KILM), with a sub-regional average of 33 percent, it stands as having the highest rates of unemployment on the continent, followed by Southern Africa, with an average youth unemployment rate of 24 percent. The youth-led revolutions in Egypt, Tunisia, and Libya may have been motivated by, and be the resultant effect of, the youth employment crisis. Statistics from countries such as Egypt and Tunisia with, on average, 20 and 31 percent youth unemployment rates respectively, may offer proof of this assertion. The evidence pertaining to the proportion of inactive youth in Africa also shows that these countries have a higher proportion of inactive youth in their total youth populations.

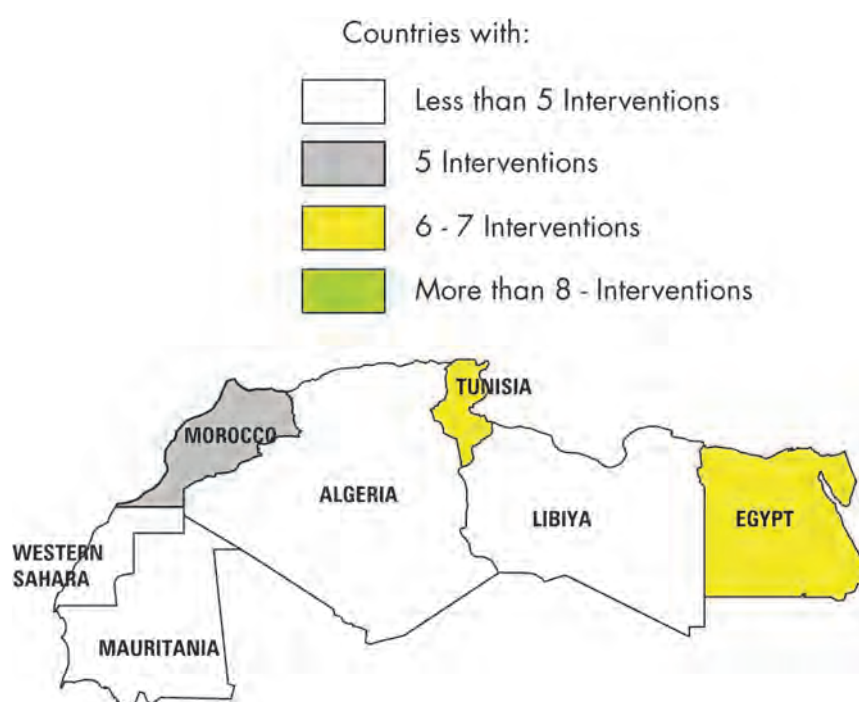
Given these figures and the situation in the sub-region, more interventions are required to curb the negative consequences of the crisis on the lives of the youth, and on the overall stability of the countries. According to evidence collected for this mapping, there are no interventions targeting youth employment outside of participation in continental initiatives.<sup>19</sup>

<sup>19</sup> The conclusion in this mapping relies on the information collected from the desk review and questionnaires completed. Exclusion of interventions might only be caused by partners not completing the questionnaires.

Evidence collected in this mapping reveals that the youth employment challenge in the region was given less attention. This may have caused sub-regional and national crises and hence the youth-led revolutions, since January 2011.

Figure 4.2 below shows the number of youth employment interventions currently being implemented and those completed in the last two years, in North Africa.

Figure 4.2: Youth Employment Interventions in Northern Africa



This map shows that only two countries - Tunisia and Egypt - have more than four youth employment interventions while Morocco has less than four interventions.

The remaining countries have almost no youth employment interventions. This is because the rest of the interventions counted as ongoing in these countries reflect only situational reporting on the status of youth employment.

The table below shows a review of some of the youth employment crisis indicators in North Africa, and the corresponding number of interventions.

## Youth Employment Interventions in Africa

Table 4.1: List of North African States and selected youth employment indicators and the status of interventions.

Countries	Employment to population ratio ages 15-24, total		Labour force participation rate, % (ages 15-24)		Unemployment Rate (15-24)		Number of interventions
	F	M	F	M	F	M	
Algeria	22.7	44.9	29.8	66.2	46.3	42.8	4
Egypt	11.8	31.2	17.9	40.8	48.0	17.2	7
Libya	13.2	42.4	20.1	59.8	-	-	4
Mauritania	30.1	30.9	46.6	68.0	-	-	-
Morocco	18.3	50.1	21.9	63.0	19.37	22.77	5
Tunisia	15.4	29.4	31.7	49.2	29.32	31.35	7

Source: ILO, Key Indicators of the Labour Market (KILM), 6th edition

Note: The minimum, default number of interventions in a country ranges from 3 to 4 just from participation in continental initiatives and reporting.

As the table above shows, there is an urgent need for targeted youth employment interventions in the Northern sub-region. For instance, Algeria has a 44 percent youth unemployment rate and hence a lower employment-to-population ratio of only 22.7 and 44.9 percent for females and males, respectively. Similarly, Algeria's unemployment rates are 46.3 and 42.8 for females and males, respectively. Participation in the labour force is also very low for females in Algeria - with only 29.8 percent - while it is 66.2 percent for males. Egypt, Libya, Morocco, and Tunisia all have very low ratios of employment-to-population, with Egypt taking the record, lowest rate for female unemployment, 11.8, and a 48.0 percent rate for males.

A review of the above table, compared to the status of youth employment in each of the nations and to the number of interventions by participating development partners draws much more attention and underlines the need for more interventions to address youth employment challenges in the sub-region.

Figure 4.3: Youth Employment Interventions in West Africa



### Western Africa

All countries in this sub-region are members of the Economic Community for West African States (ECOWAS). This regional economic community has strong inter-country trade relations.

Relatively speaking, when it comes to youth employment interventions, almost all of the West African countries have better levels of policy awareness and a higher number of interventions implemented by the development partners participating in this mapping. Out of the 15 ECOWAS member countries, all of them have at least five youth employment interventions, including knowledge products and continental initiatives for national youth employment.

One of the many unique characteristics of this sub-region is that many countries such as Liberia, Sierra Leone, and Cote d'Ivoire - after years of unrest - have had many crises affecting the youth. This requires unique and innovative strategic approaches in dealing with the youth employment crisis.

Youth employment indicators in Table 5.2 show that Nigeria, the most populous nation in Africa, has the lowest recorded employment-to-population ratio. It comes second only to Cape Verde in labour force participation rates: 34.9 and 71.2 percent for females and males, respectively. This is of greater

concern as Nigeria is the most populous nations in the continent yet it has critical youth employment challenges.

The figures for the rest of the West African states also present a similar picture: Mali, 28.4 and 40.5 employment-to-population ratio for females and males, respectively; Cote d'Ivoire 27.4 and 63.4 for females and males, respectively.

*Table 4.2: List of West African States and selected youth employment indicators and the status of interventions.*

Countries	Employment to population ratio ages 15-24, total		Labour force participation rate, (%ages 15-24)		Unemployment Rate (15-24)		Number of interventions
	F	M	F	M	F	M	
Nigeria	16.7	31.3	34.9	71.2	-	-	6
Ghana	42.1	38.8	50.2	50.4	16.67	16.42	7
Senegal	43.5	64.2	49.8	66.8	20.1	11.92	10
Liberia	50.8	62.5	51.3	64.4	3.726	5.73	11
Mali	28.4	40.5	68.0	73.1			9
Niger	33.5	70.7	68.4	91.6	1.66	3.95	4
Guinea	71	74.6	73.6	77.2	-	-	11
Guinea Bissau	50.8	72.3	64.2	84.9	-	-	7
Togo	40.8	62.8	47.1	80.2	-	-	4
Benin	48.7	69.8	46.9	72.7	0.6	1.1	4
Sierra Leone	47.5	35.5	61.0	86.8	-	-	13
Gambia	53.4	54.3	52.7	71.9	-	-	7
Cape Verde	30.3	47.2	30.7	59.9	-	-	7
Côte d'Ivoire	27.4	63.4	35.6	75.9	-	-	11
Burkina Faso	70.6	77.8	73.1	80.9	-	-	7

Source: ILO, Key Indicators of the Labour Market (KILM), 6th edition

### East Africa

The East Africa sub-region is made up of two populous nations: Ethiopia, the second most populous nation in the continent; and, North and South Sudan which, together, used to be the third most populous nation in Africa. Given this fact, however, the number of interventions in the employment sector have been far from sufficient to curb the youth employment challenge.

Based on data from this mapping, no development partner has implemented a youth employment programme in Ethiopia. Yet, this nation has very high rates of both youth unemployment and under-employment. On the same note, Eritrea, Djibouti, and Somalia have no youth employment interventions, despite increasing concern about the status of youth in these countries of the Horn.

On the other hand, there is a significantly higher number of interventions in Uganda and Kenya, with more than ten interventions each.

Figure 4.4: Youth Employment Interventions in East Africa



Table 4.3: List of East African States with selected youth employment indicators and the number of interventions.

Countries	Employment to population ratio ages 15-24, total		Labour force participation rate, (%ages 15-24)		Unemployment Rate (15-24)		Number of interventions
	F	M	F	M	F	M	
Djibouti	...	...	43.7	65.4	-	-	4
Eritrea	42.9	62.7	57.6	79.8	-	-	4
Ethiopia	68	79.1	72.1	81.4	29.41	19.50	4
Kenya	55	63.3	61.1	79.6	-	-	10
North Sudan	18.4	29.4	18.8	45.6	-	-	6
Rwanda	65.9	62.6	69.4	72.4	-	-	6
Somalia	46	67.4	65.9	87.8	-	-	4
South Sudan	-	-	-	-	-	-	6
Tanzania	69.7	70.4	80.5	80.3	10.11	7.38	7
Uganda	74.5	76.9	72.6	78.2	-	-	6

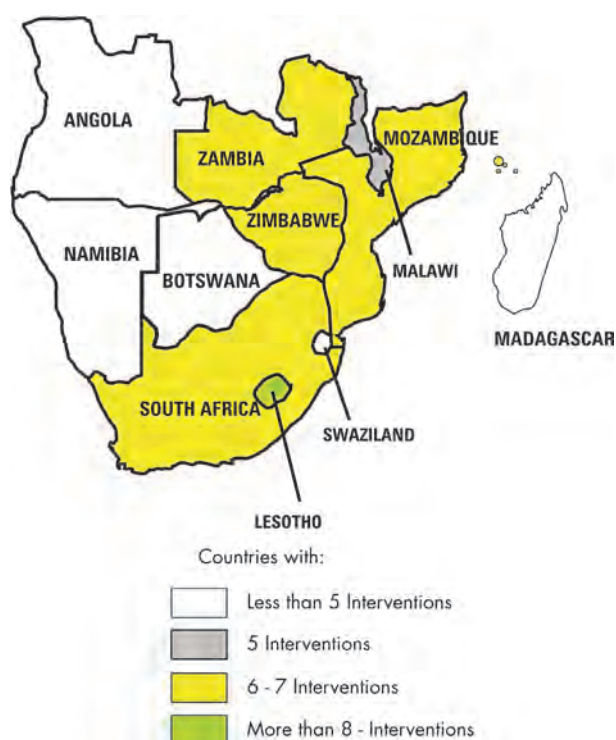
Source: ILO, Key Indicators of the Labour Market (KILM), 6th edition

In this sub-region, for example, Ethiopia has 29.4 and 19 percent youth unemployment rates for females and males, respectively. Despite this fact, however, the nation has no significant youth employment programmatic interventions supported by the partners participating in this mapping.

### Southern Africa

The Southern Africa sub-region shows the worst conditions of youth employment on the continent. The unemployment rate in this sub-region reaches as high as 52.5 for females and 44.5 for males, respectively, in South Africa. Labour force participation rates are 30.2 for females and 35.0 percent for males in Namibia.

Figure 4.5: Youth Employment Interventions in Southern Africa



## Youth Employment Interventions in Africa

Table 4.4: List of Southern African States and selected youth employment indicators and the number of interventions.

Countries	Employment to population ratio ages 15-24, total		Labour force participation rate, (%ages 15-24)		Unemployment rate (15-24)		Number of interventions
	F	M	F	M	F	M	
Angola	62.6	72.9	72.3	86.0	-	-	<5
Botswana	23.5	27.6	32.4	39.6	14.00	13.23	<5
Lesotho	35.4	51.3	35.4	55.7	-	-	6
Madagascar	68.9	71.7	67.9	68.6	2.77	1.74	<5
Malawi	52	46.7	80.5	80.0	-	-	5
Mozambique	73.9	54.9	72.4	61.3	-	-	7
Namibia	12.7	15.4	30.2	35.0	47.04	14.00	4
South Africa	12.3	16.2	41.6	57.0	52.50	44.58	6
Swaziland	25.1	27	27.7	55.7	-	-	4
Zambia	40.1	52.8	70.2	83.4	19.48	23.10	5
Zimbabwe	45.4	55.5	47.9	72.0	21.4	28.18	6

Source: ILO, Key Indicators of the Labour Market (KILM), 6th edition

On average, youth employment interventions in the Southern African countries are low, despite indicators signalling a severe youth employment crisis in the sub-region. The countries with the worst indicators on record - Namibia and Botswana - have no interventions targeting youth employment. This demonstrates that there needs to be renewed commitment to designing new interventions and expanding on existing ones in this sub-region.

### Central Africa

The countries included in this-sub region are the Democratic Republic of Congo, Central African Republic, Congo, Cameroon, Gabon, and Chad. In terms of youth employment interventions, the sub region has almost no programmatic intervention - except in the Democratic Republic of Congo (see Figure 4.6 below) - from the partners participating in this mapping.



## Youth Employment Interventions in Africa

Figure 4.6: Youth Employment Interventions in Central Africa



Table 4.5: List of Central African States and selected youth employment indicators and the number of interventions.

Countries	Employment to population ratio ages 15-24, total		Labour force participation rate, (%ages 15-24)		Unemployment Rate (15-24)		Number of interventions
	F	M	F	M	F	M	
Cameroon	27.4	42	43.2	60.2			4
Central African Republic	50	63.6	63.1	77.4			4
Chad	53.1	45.2	57.6	54.2			4
Congo	34.9	54.2	47.7	69.1			4
Democratic Republic of the Congo	50.1	71.4	61.8	81.9			6
Gabon	30.8	37	54.4	66.5			4

Source: ILO, *Key Indicators of the Labour Market (KILM)*, 6th edition

From the overall regional analysis, there seems to be a concentration of interventions in some countries and sub-regions. This indicates the need for better coordination amongst the different development partners, including governments, to ensure a fair distribution of interventions across Africa. This could also be due to a lack of cooperative approaches between host governments and the development partners.

### Box 3.4: Africa Union Youth Volunteer Corps (AUYVC) Programme and Youth Employment in Africa

*The African Union Youth Volunteers Corps (AU-YVC) is one of the African Union's Initiatives for promoting youth participation, capacity building, and empowerment through service and skills exchange, driven by the philosophy of Pan-Africanism. Through this approach, young people will be meaningfully engaged in concrete actions for Africa's social, economic, and political development.*

*The AUC will deploy qualified youth in Africa, and of African descent, in the Diaspora through the AU-YVC to provide volunteer services in public sector and non-profit projects and communities in Africa, according to expressed needs, as part of the Human Capital development and job creation agenda of the African Union Commission.*

*The main goals are to reaffirm Africa's commitment to make the African Youth Charter a relevant and timely instrument that makes youth participation the critical value driver and architect for sustainable human development in Africa.*

*The program contributes to African's human development in line with AU's Vision and Mission, through effective youth participation in Africa's*

*Development process, which includes youth as key beneficiaries.*

*The main purpose of the programme is also to support and promote the emergence of empowered and effective youth leadership in order to direct their energy and creativity into peace building, integration and development actions.*

#### After Volunteering?

*The AU Volunteer fellows become experienced and could be possible candidates for Junior Professional Officer Positions, according to available vacancies in International development organizations and entities of the United Nations which would create greater opportunities for youth.*

*They are encouraged to be active in development education and other related activities.*

*They also can remain active in mentoring of new Volunteers through the on-line volunteer community of the AU-YVC.*

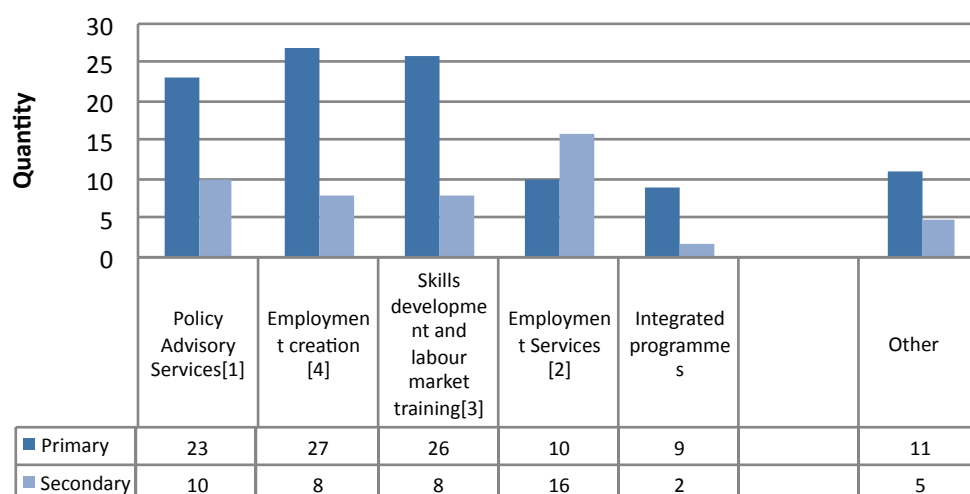
*Source: African Union Commission, Youth Department, in-house documents*

## 4.2 Thematic Areas of Interventions

Adopting a classification scheme from the Youth Employment Network (YEN) and Youth Employment Programme in Geneva, this report explored the thematic areas of the interventions.

## Youth Employment Interventions in Africa

Figure 4.7: The quantity of youth employment interventions with varying thematic areas



The youth employment in Africa questionnaire distributed to participating development partner's focal persons on requested respondents to indicate the primary and secondary thematic focus of the interventions, keeping in mind that an intervention can have more than one thematic focus (both at primary and secondary levels). The thematic areas indicated in the questionnaires were employment creation, skills development, employment services, integrated services, and others.

The information gathered shows that 27 out of 47 interventions have employment creation as their primary thematic focus area, followed by 26 interventions with skills development and labour market training as their primary thematic areas.

The evidence gathered shows that high priority was given to the employment creation and skills development thematic areas. Expanding access to education for African youth has positive labour market outcomes. It makes them more competitive and increases their chances of finding gainful employment. Policies to promote more spending on education should also include vocational and training levels that may also play a very critical role in expanding entrepreneurship on the continent. Africa has been part of many regional and international efforts accelerating access to education, especially with the universal targets for education.

Proof of this comes from the improvement in youth literacy and decrease in gender disparities in educational attainment, according to reports on progress towards attaining the Millennium Development Goals (MDGs).

If the ability to employ youth in Africa is the objective, continental targets have to go beyond universal access to actually play a significant role in improving the status of youth on labour markets. Hence, African countries should not place too great an emphasis on primary education. This would be to the detriment of the next level of education which appears to be the important level of transition for increased youth competitiveness on the labour market. Enrollment gains at the primary level of education can only be sustained by increased investment and attention to post-primary and post-secondary education.

In support of the above argument is the very low record of enrollment to tertiary levels of education in countries that had recorded a high rate of primary enrollment. There is a need, therefore, to put extra effort into maintaining a balance between working towards universal access and increasing the rates of enrollment to tertiary education levels. It is only when educated youth are to be found at each level of education that a nation can maintain employment rates for each cohort - and reap the benefits of education in smoothing the transition from school-to-work.

*Table 4.6: Thematic areas of the interventions in this mapping*

Thematic Areas	Primary		Secondary	%
	No. of Interventions	Percent from total interventions	No. of Interventions	Percent from total interventions
Employment Creation	27	57%	8	17%
Skills Development	26	55%	8	17%
Policy Advisory Services	23	49%	10	21%
Employment Services	10	21%	16	34%
Integrated Services	9	19%	2	4%
Other	11	23%	5	11%

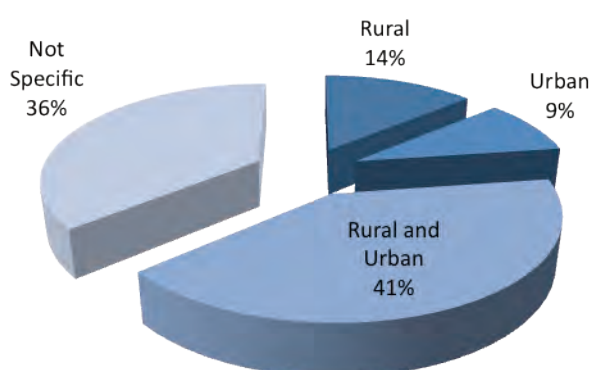
Moreover, curricula in various educational institutions should continuously fine-tune their course delivery to make graduates more employable in these continuously-changing labour markets. For this to happen, the labour market itself should be closely monitored. Labour information should be generated in sufficient quantities for effective planning.

Hence, it is encouraging that most youth employment interventions have skills development and education as their primary working thematic areas, considering its potentially important contribution to improving the state of unemployment facing most young people in Africa. Skills development and labour market training include second-chance education programmes; technical and vocational education and training; workplace training; non-

formal apprenticeship schemes; formal apprenticeship schemes; core employability skills training; financial support to trainees through training subsidies; and, access to credit and financial incentives to employers to cover workplace training and/or labour costs.

It is also important to realize that education by itself cannot guarantee 100 percent employment for youth. Therefore, efforts should include work towards employment creation and employment services, including career guidance and the provision of timely labour market information for youth.

Figure 4.8: Geographic outreach of interventions



### 4.3 Interventions Reaching out to Rural and Urban Areas

There are reports of a very high prevalence of youth unemployment and youth under-employment, especially in rural parts of Africa. This leads to an urgent need for integrated and coherent interventions and policy responses in urban areas. Evidence suggests that participating development partners such as the AUC, UN agencies, and RECs, should give more attention towards reaching out to youth in rural parts of Africa.

This has been justified by the fact that the challenges rural youth face in looking for work differ from those of urban youth. There is a need for a deeper analysis and unique design of strategic approaches and modalities that can effectively address the needs of the rural youth. The interventions could target those issues in which the rural youth are most disadvantaged, such as providing relevant labour market information.

The data gathered in this mapping show that more than 41 percent of the interventions are in both rural and urban parts of the continent, whilst 14 percent of the interventions have a special focus on rural youth, and 9 percent on urban youth. This means that of the 47 youth employment interventions included in this mapping, 11 have a specific geographical focus in either rural or urban areas.

### Box 3.5: Knowledge Products of UNECA on Youth Employment in Africa

*The UNECA's African Centre for Gender and Social Development (ACGSD) produces knowledge products on the status of youth development in Africa since 2006 through the publication of the annual African Youth Report. Every year the report reviews selected themes. Youth education and the employment nexus was the theme for the 2011 African Youth Report, for example. This not only added more impetus to awareness about youth education and employment but also reviewed the status of youth employment in Africa.*

*The objective for the ECA knowledge products is to increase Member States' commitment to implement recommendations, use, and adopt the knowledge products. Moreover, it aims to improve the understanding and capacity of member states to observe Youth Employment challenges and propose solutions. It also works towards formulating policies from the knowledge generated, to be shared with Member States.*

*Most ECA Sub-Regional offices also have youth employment programmes to help reduce youth unemployment and other related labour market problems in their respective sub-regions by engaging member states and other relevant stakeholders to work on youth employment issues.*

### 4.4 Strategic Approaches and Implementation Modalities

Given the heterogeneity of the mandates of agencies and organizations participating in this mapping, goals vary considerably. This affects strategic approaches and implementation modalities. However, the key issue is to ensure that the approaches adopted are well-suited to the specific youth employment problem being addressed. The methodology should also correspond to certain set strategic approaches of the organizations, at the global level.

The various youth employment programmes assist countries develop coherent and coordinated youth employment interventions, providing policy advice, offering capacity building for governments, workers and employer organizations, and technical assistance in formulating and implementing national youth employment programmes. They also carry out advocacy and awareness creation activities.

Given the variations in the strategic approaches of the interventions, a review is provided in Annex III as a summary. It also provides a brief description of the interventions. These interventions have included most of the implementation modalities used by the Youth Employment Programme.

### 4.5 Partnerships among Implementing Organizations

Over the past decade, much attention and emphasis was devoted to youth development in general, and youth employment in particular. The various national and international conferences held noted a failure: a) to mainstream and coordinate youth policies and programmes; b) to monitor and evaluate their implementation both within countries and at the continental level. As a result, youth capacities have been under-utilised. Emphasis has been put on the need for integrated operational frameworks and support to Member States in the implementation and monitoring of the African Youth Charter.

It is in recognition of the essential role the various agencies and partners can play in bringing together different innovative youth development interventions, hence addressing employment challenges, that partners themselves and the African Union called for a unified and broad coalition to create and sustain meaningful youth employment solutions.

It is therefore imperative to thoroughly assess and quantify broad-based collaborative interventions amongst the various implementing organizations. A review of the lessons learned in working together for a common goal of enhancing and creating more opportunities for young peoples of Africa in the employment sector is also necessary.

*Table 4.7: Implementing organizations and partnerships in implementation.*

Type of Implementing Organisation	No. of interventions	% of the total number of interventions
Government Institutions	38	80%
Employer Organisations	16	34%
NGO (Civil society orgs)	28	59%
NPOs (Charitable Organisations)	6	12%
Multilateral Organizations	31	65%
Private Sector	11	23%
Trades Unions	13	28%
Donor agencies	12	25%
Others	3	6%

A significant portion of the interventions mapped in this report, namely, 38 (80 percent) out of 47, have government institutions as their implementing partners. Thirty-one interventions (65 percent) are implemented by, and with, multilateral organizations. Partnerships with government institutions reflect satisfactory numbers as they contribute towards the sustainability of the programmes being implemented.

There are also a significant number of partnerships with multilateral organizations due to joint programming by implementing organizations. More than half of the interventions, 28 interventions (59 percent) are implemented in partnership with Civil Society Organizations (CSOs). This is a significant proportion and showcases how implementation of the interventions at grass-roots level creates suitable conditions for identifying the problems faced at the lower levels of the community, and how adopting community-based solutions may ensure sustainability.

The private sector needs to be integrated into implementing youth employment programmes to meet sector requirements for recruiting young people, and to ensure the sustainability of their employment. Nevertheless, the private sector shows lower levels of participation in implementing the youth employment interventions in this mapping. Only 11 interventions (23 percent) out of 47 involve the private sector.

The private sector benefits from partnerships in implementing youth employment programmes as it may mould would-be company managers and corporate staff. The companies also benefit by placing interns in certain divisions where they see gaps in doing business. At the same time, they can evaluate and shape their next generation of employees.

The role of private sector partnerships in marketing company brands cannot be over-emphasized. They can use the opportunity to enhance their corporate image and improve the environment in which they do business. It is necessary, therefore, for the implementing organizations of these youth employment interventions to reorganize and plan for involving the private sector in programme implementation.

### **4.6 Joint Programmes**

The United Nations System and the African Union Commission encourage joint programme implementation and facilitation for various development issues. They recognise the tremendous benefits of such interventions to maximize results, pulling together different best practices and lessons. Accordingly, many of the organizations engaged in the development, planning, and implementation of youth employment interventions in Africa have joint programmes.

Among the interventions mapped in this report, there are 8 interventions of a joint nature, including: the project in the Mano River Union (MRU); the Regional Programme for Social Cohesion and Employment Policies for Sub-Saharan Africa; the ECOWAS Youth Volunteer Program; the Quick Impact

### **Employment Creation Project for Youth through Labour-based Public Works.**

It is widely recognised that the agency that has a specialized mandate for employment issues, the ILO has the expertise, the materials, and the track record in employment programme implementation. This fact further justifies the need to partner with ILO in mainstreaming and aligning youth employment issues with the mandates of the other organizations, and in effectively implementing interventions. For example, the UN agency with the mandate for education, science and culture – UNESCO – promotes functional literacy through vocational training activities, with the shared goal



of enhancing the capacities of young people in becoming more competent on the labour market. It also encourages their participation in self-employment.

The advantages of joint programming are, among others

- Improving cost efficiencies
- Reducing transaction costs
- Ensuring appropriate geographical coverage, particularly in underserved areas
- Improving advocacy and contributing to a stronger collective voice
- Providing better coordinated support to governments
- Maximizing available expertise
- Improving the integration of cross-cutting issues into programming.
- It is, therefore, commendable for implementing organization to partner in the implementation of their youth employment interventions.

### • **4.7 Financing of Interventions**

Governments, multilateral organizations, and donor country agencies are the major financiers of the youth employment interventions included in this mapping exercise. There are also intervention programmes financed by more than one source.

*Table 4.8: Source of financing for the interventions*

Sources of Funding	No. Of interventions	% of total number of interventions
Governments	14	30%
Multilateral Organizations	20	43%
Mix of Different Sources	4	9%
Beneficiaries	-	-
Employer Organizations	-	-
Donor Country Agencies	19	40%

The interventions in this mapping have secured most of their financing from multilateral organizations and donor country agencies, each supporting 20 (43 percent) and 19 interventions (40 percent), respectively. The term multilateral organization includes the UN agencies and donor country agencies. Close to 20 percent of the interventions also had contributions from the governments of the country where the intervention is being implemented. Four interventions are financed by a variety of other sources.

Project evaluations show that publicly-financed programmes have higher levels of sustainability. This suggests that programme design should seek public funding through increased advocacy for greater public awareness and resource mobilization. However, programme funding cannot be fully dependent on public resources. There would, evidently, be a need to supplement with other sources.

An average cost-per-target beneficiary analysis is presented below to analyze the comparative cost of each interventions' spending, per individual. However, there are difficulties in making general inferences from such an analysis as most of the responding organizations did not answer all the questions. Thus, this analysis provides no generalized conclusions about the cost effectiveness of youth employment programmes.

*Table 4.9: Analysis of financing per beneficiary*

Implementing Organization	Planned Budget	Actual Budget	Planned Number of Beneficiaries	Actual Number of Beneficiaries	Planned Budget per Beneficiary	Actual Budget per Beneficiary
ECA/SRO-CA	115, 000	85, 000	240	209	479.2	406.7
UNIDO/ Senegal	1.3 M	1.3 M	1200	700	1,083	1857
UNIDO/ Guinea	600, 000	600,000	750	NA	800	NA
UNIDO/Sierra Leone	418, 000	418, 000	400	NA	1045	NA
UNIDO HQ and UNIDO South-South cooperation	169,500	169,000	24	24	7062	7062
	4.628 M	4.628 M	3772; (31)	4600;(7)	1226;(149,000)	1006;(661,000)
UNIDO/Côte d'Ivoire and Sierra Leone	400,000	400,000	400	400	4,000	4,000

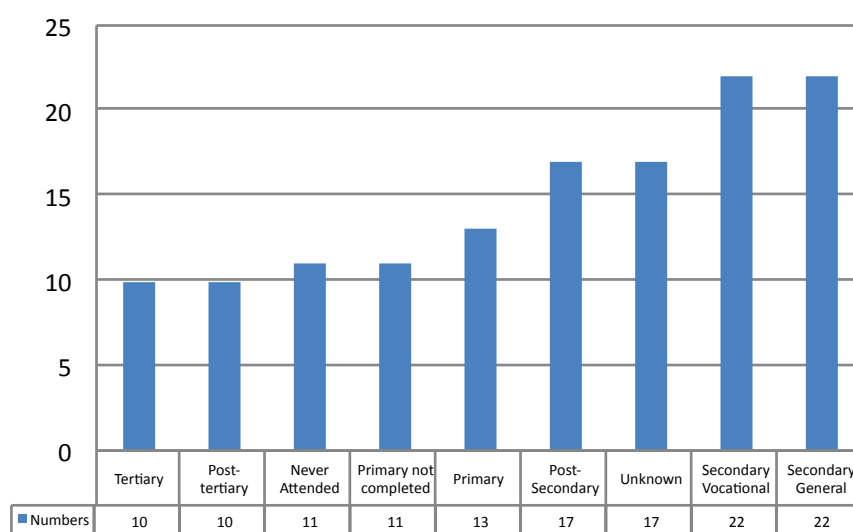
*Note: - This analysis is available for those who reported the number of beneficiaries and the cost of implementation of the interventions.  
- The figures in brackets refer to the calculations for females and outside brackets for males, only for available figures.*

In total, USD 108,498,999 was spent on youth employment interventions, although the plan was to spend a little higher than this. Major sources of finance for each intervention, and actual budget expenditures, are available in Annex II.

## 4.8 Targeted Beneficiaries of the Interventions

The targets of an intervention range from a single individual to millions of young people who benefit from the advocacy from development partners with the community, government, and private businesses. Recognizing that there are many categories of beneficiaries in the implementation of youth employment interventions, an effort has been made to classify them into age groups, educational status, gender, and special needs in this section.

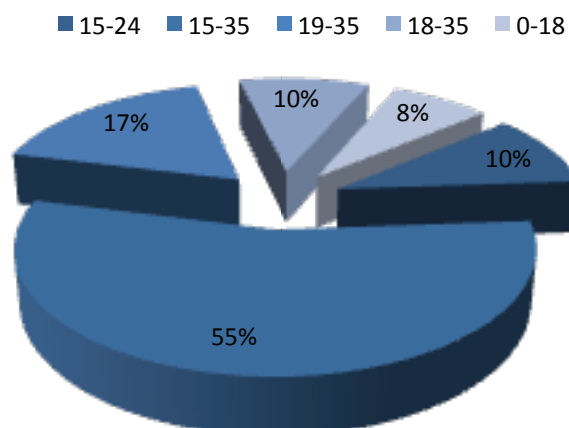
Figure 4.9: The age group of the targeted beneficiaries of the youth employment interventions.



Only 10 interventions reported the number of beneficiaries, bringing the total number of direct beneficiaries to 83,770. Generally, a larger number of youths are affected by the interventions since many of them focus on building the capacities of young people and institutions, as well as creating an enabling environment. The ensuing change benefits the wider community and many young people in the region.

In terms of age groups, more than 55 percent of the youth employment interventions in Africa have applied the African Youth Charter's definition of young people: between 15 and 35. This age range is followed by the 19 – 35 age group, accounting for more than 17 percent of the interventions. It is only 10 percent of the interventions that have used the United Nation's definition of young people which is 15 - 24.

Figure 4.10: Age of beneficiaries



Of the 47 interventions in this mapping, more than 45 percent target, among other groups, young people with secondary education - vocational and general. The second most-highly targeted group, in terms of educational attainment, is those with post-secondary education. The unknowns amount to 36 percent. The other fairly highly targeted group is those who have not completed primary and never attended school.

Given the emphasis given by the interventions on skills development and training, it is understandable why young people with secondary and post-secondary educational attainment are targeted by the interventions.

Table 4.10: Educational status of beneficiaries

Level of Education	No. of interventions	% of total number of interventions
Never attended	21	43 %
Less than primary education	21	43%
Primary education	26	56%
Secondary education – vocational	38	70%
Secondary education - general	38	70%
Tertiary	10	26%
Post tertiary	10	25%
Post secondary, non tertiary	10	43%
School drop outs	10	39%
No specific target	22	22%

In recognition of the impact illiteracy has in creating youth unemployment, the skills development and training interventions should also include the youth cohort that did not attend school for them to acquire basic literacy and numeracy skills.

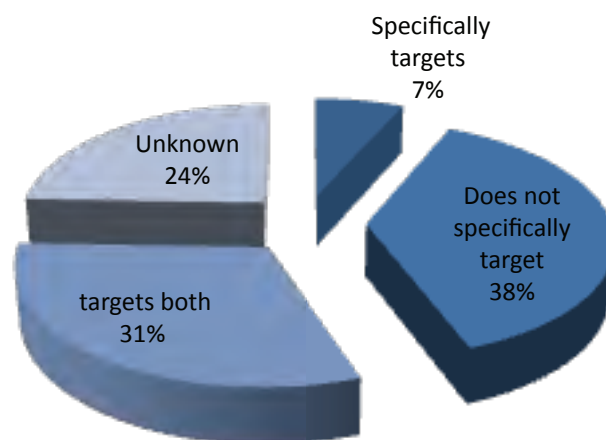
### 4.9 Special Priorities: to young people with disabilities



Out of the total youth unemployed in a given economy, there are groups that are disadvantaged and more vulnerable to unemployment and under-employment. They include young women, youth with disabilities, ethnic minorities, out-of-school youth in the informal sector, and rural youth. These groups require special attention in dealing with their employment problems, at individual, community, and national levels.

There is therefore a need to assess how far youth employment interventions have gone in prioritizing and designing unique approaches to accommodate disadvantaged young people. Data collated from the questionnaires has information about how the interventions are oriented towards disabled young people. It shows that most of the programmes (about 38 percent) do not specifically target youth with disabilities, whilst only 7 percent of the interventions specifically target persons with disabilities. Thirty-one percent target both youth with and without disabilities. The rest, 24 percent, remains unknown as to the direction followed in this regard.

Figure 4.11: Percentage of interventions with specific priority for youth with disabilities



Young people in need of priority attention face many more challenges in entering the labour market, in addition to the already present, natural challenges. Though not well documented and studied, youth with disabilities experience lower labour force participation and high unemployment rates.

There is a need for uniquely designed curricula and teaching methods for youth with disabilities to prepare them for the labour market. They must receive special treatment in their transition from school to work. If no specialized training is in place, there will be skills mismatches between the requirements of the labour market and what the youth acquire from school. There is, therefore, a high demand for increasing the number of interventions with a specific focus on young people in need of special assistance.

Table 4.11: Number of interventions with special priority focus for youth with disabilities

	No. of interventions	% of total no. Of interventions
The program specifically targets persons with disabilities	3	7%
The programme does not specifically target persons with disabilities	17	38%
The programme targets both person with and without disabilities	14	31%
Unknown	11	24%

### 4.10 Employment Status of Beneficiaries

In terms of the status of the beneficiaries on the labour market, the interventions have put more emphasis on unemployed youth graduates, constituting about 53 percent: 25 out of 47 interventions. The second highest priority for the youth employment interventions is youth employed in the informal sector; followed by students and youth affected by crisis.

From the mapping of the interventions it can be easily noticed that there is a lower number of interventions among discouraged workers, despite the need.

Moreover, once young people enter the labour market, an extra effort has to be made for the sustainability and continuity of their employment. However, this mapping shows that the number of interventions targeting employed youth is as low as 5, which is only 10 percent of the total interventions. Future project design and programming on youth employment should therefore, amongst the many other equally important groups, consider targeting these neglected groups: employed youth and discouraged workers.

Table 4.12: The labour market status of the beneficiaries of the interventions

Employment Status	Number of interventions	Percent from the total interventions
Unemployed	25	53%
Employed	5	10%
Workers in the informal economy	21	44%
Students	14	30%
Other inactive persons	11	23%
Others	5	10%

In Africa, employment in the informal sector serves as a stepping stone to the next stage of employment. This is because, given their poor economic conditions, most young people of Africa cannot afford to remain unemployed. As a result, most young people get employed in the informal sector in precarious jobs with low pay, no social security, and unusually long working hours.

Africa has also a significant proportion of its youth inactive, participating in neither education nor the labour market. The figures on youth inactivity from the ILO's Key Indicators of the Labour Market (KILM) show that the North African sub-region has a very high proportion of inactive youth. Nigeria, though, appears to be heading the table with 70 percent of inactive youth, followed by Libya, Egypt, and Algeria with about 65, 64, and 54 percent inactivity rates, respectively. These figures further justify the present day youth-led revolutions in the Northern Africa countries of Egypt, Libya, and Tunisia.

Development partners should take inactive youth as one of their priority groups in responding to youth employment challenges in Africa. They can complement this with support to the already employed youth through providing them on-the-job training and creating other ways of enhancing youth knowledge and competencies to sustainably secure their jobs in the future.

## 4.11 Special Priorities: Young women

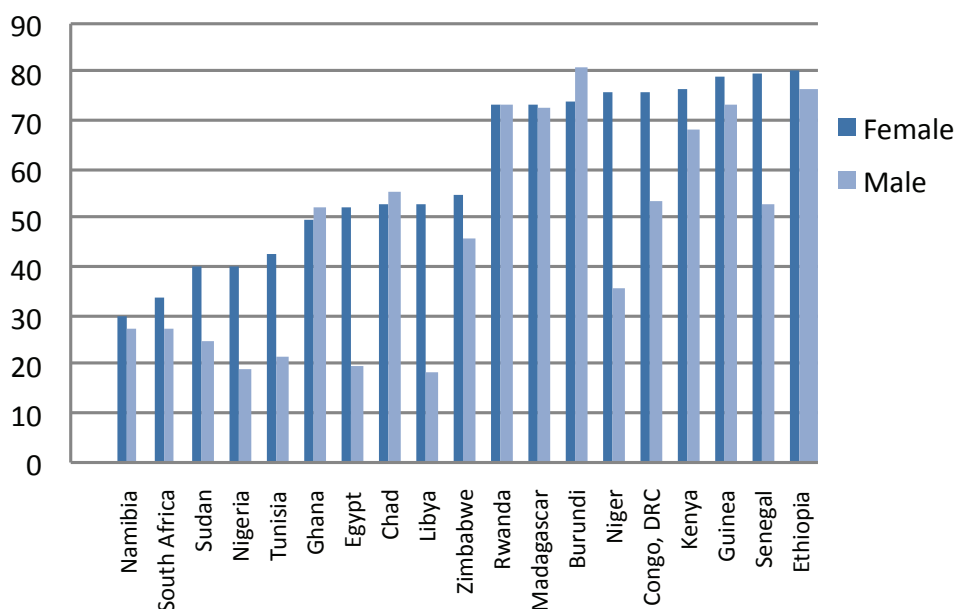


Youth are not a homogenous group. Certain groups, in addition to being young, face other disadvantages that make it even harder for them to find decent jobs. Example includes young women, the less educated, ethnic minorities, and youth from poor parents. Consequently, youth employment varies in scale. Some groups are more vulnerable and face particular disadvantages in entering and remaining on the labour market. Youth

with disabilities, mentioned above, are a case in point.

In addition to youth with disabilities, there is a group made up of half the total youth population requiring special priority: young women. Statistical records point to significantly lower participation rates for women in the labour market. As has been noted from the tables on regional youth employment indicators (Tables 4.1 to 4.5), employment-to-population-ratios are lower for young women as are their labour force participation rates, relative to their male counterparts.

Figure 4.12: Youth Labour Force Participation rates in Africa





## Youth Employment Interventions in Africa

Figure 4.13: The female to male ratio out of the total beneficiaries of the interventions.

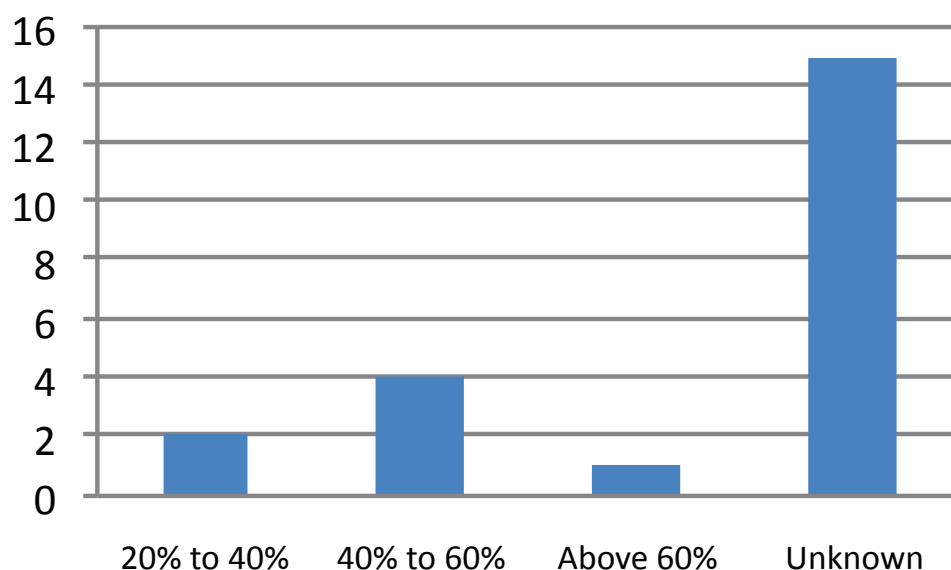
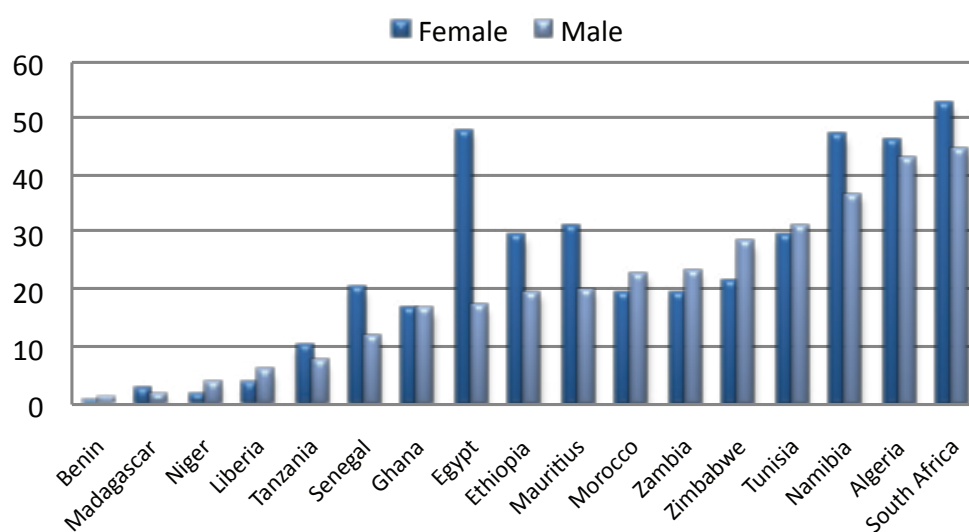


Figure 4.12 above summarizes information on youth labour force participation. It clearly shows variations in the rates for males and females in all sub-regions of Africa. There is also evidence that employers in a range of countries revealed a striking preference to hiring young men rather than young women, for a variety of reasons. Such information underscores the need to design and implement youth employment interventions. This section will therefore map the gender balance of the beneficiary populations for the various interventions included in this mapping exercise.

Figure 4.14: Youth unemployment rates in Africa



For the most part, youth employment interventions in this mapping target both females and males. Although information on female-to-male ratios was lacking (15 interventions), for those interventions with the information, the number of female participants ranged from 20 to 60 percent. Some interventions, though not the majority, made more of an effort to mainstream gender into program design, including the joint programme in Liberia, the UN joint programme in Mozambique, and the job creation capacity building project in Kenya.

Taking note of the large disparity between young male and female unemployment rates in North Africa, gender mainstreaming in youth employment interventions was carefully analyzed in this particular sub-region. Sound gender mainstreaming was only visible in the MDG intervention in Tunisia. Joint programme activities, among other things, addresses equal opportunities and gender issues. Tunisian young men and women are assured of equal opportunities by promoting counter-balancing measures where the baseline shows clear advantages to one of the sexes compared to the other. In general, the gender mainstreaming analysis shows that joint programmes perform better in mainstreaming gender than the other interventions.

### ***4.12 Best Practice of the Interventions: Innovativeness***

The primary goal of a programmatic intervention is to reach out to the target group and achieve its objectives and goals. For youth employment, the goals can be creating more jobs, increased awareness, and training more young people. Innovative design and unique implementation approaches are better and efficient ways of reaching goals.

Many of the projects and programmes mapped in this exercise have many unique approaches and strategic directions that are worth mentioning.

The following list categorizes several specific innovations and gives a brief explanation in order to share best practice and lessons learned.

### ***Local Resources and Experiences for Local Needs UNIDO/Guinea:***

This project is innovative as it seeks to address youth employment challenges through youth-led organizations, and therefore through the youth themselves. The Youth-to-Youth Fund gives grants and capacity building support to youth-led organizations so they can implement innovative youth-led projects that create employment for young people.

During the grant competition, innovative youth employment project ideas are screened in three rounds of selection. Those most likely to lead to a new and viable business idea are ultimately funded. The project promotes youth-led development by only funding projects that are for young people (aged 15-

35 years); created, and implemented by young people. Networks of project assistants work to monitor the projects and serve as a first point-of-contact for the grantees. and as an early warning system should project implementation problems occur. The Communication and Information Centers are embedded into youth-led civil society organizations and offer IT training,

Business Management and Entrepreneurship modules, and other forms of training courses to prepare youth for the job market and the job search.

**UNIDO/Côte d'Ivoire and Sierra Leone:** This project seeks to face the youth unemployment challenge through entrepreneurship development. It is innovative when it comes to the combination of financial and non-financial services provided to the young entrepreneurs/entrepreneurs-to-be. By combining training with access to funding, youth are provided with the necessary means to start up or develop their businesses.



**Joint Programme - Sudan:** The programme is undertaken by 10 UN Implementing Agencies and several Government Counterparts at Federal and State Levels. Implementation and structure follows what used to be 'one country two programs'. Differences with implementation starting points between the North and South stalled MDG-F processing and approval of the second year's budget. In terms of strategy, the North has set up the State Management Committees and the YEM Units for better coordination at State levels. HIV-AIDs awareness and women

reproductive health are incorporated into all training programs by UNIDO - as cross-cutting themes - and other agencies are encouraged to do the same.

**ILO/Sierra Leone:** The Quick-impact Employment Creation Intervention in Sierra Leone rapidly generates demand for youth labour using local resources and labour-intensive approaches to contribute to infrastructure. The labour-intensive approach employs local labour and utilizes local materials creating 3 to 5 times more employment, resulting in 10-30% savings in financial terms, and reducing foreign exchange requirements by 50-60%. The training strategy used in the Sierra Leone Quick Impact Employment Creation Project draws heavily on the experience of successful ILO-supported projects in Ghana and Liberia. The Skills and Rural Development Intervention in Zimbabwe employs the TREE programme - successfully completed in a wide range of developing countries - including Bangladesh, Philippines, Pakistan, Sri Lanka, Niger, Burkina Faso, and Madagascar. The key message here is not to simply

replicate strategies implemented in other places but to use successful ideas to 'leap frog', innovate, and adapt to local needs, opportunities, and cultural sensitiveness.

**ILO/Liberia:** The Joint Programme Liberia puts emphasis on community participation in activity planning, including taking into account the needs/skills of displaced people who have returned to Liberia. Similarly, in the joint programme in Mozambique, most of the activities implemented and resources allocated were decided by the ILO stakeholders that submitted work plans pinpointing specific activities. Local community and social partners were directly involved in each phase of the identification, design and delivery process in the Skills for Youth Employment Programme in Zimbabwe. In the Yes JUMP project, youth play a leading role in determining the capacity development needs they were willing to invest in.

**ILO/East Africa:** The Youth Entrepreneurship Facility in Kenya, Uganda, and Tanzania pursues a systemic approach to youth entrepreneurship development. Rather than just focusing on one type of intervention, the facility brings together several strategic approaches and components. These include broadening the cultural context surrounding entrepreneurship, creating an enabling environment for young entrepreneurs, and strengthening delivery of education and training institutions. The Job Creation and Capacity Building Intervention in Kenya is innovative in this aspect because, in addition to technical skills provision, training also includes cross-cutting social issues. It achieves this by integrating modules on workers rights, gender mainstreaming, rights-based planning, as well as participatory approaches and HIV/AIDS prevention and coping mechanisms. The Skills for Youth Employment and Rural Development Programme in Zimbabwe uses ILO's long-standing methodology of Training for Rural Economic Empowerment (TREE). The approach differs from conventional vocational training by facilitating the necessary post-training support - including guidance in the use of production technologies, facilitating access to credit, and providing assistance in group formation - to ensure that individuals or groups can initiate and sustain income-generating activities.

**ILO/Uganda:** The Child Labour Programme in Uganda, by focusing on a small number of districts, aims to create best-practice models for creating child labour-free zones that can be replicated and scaled-up throughout the country.

The Know about Business project in North Africa has developed a distance learning version of KAB and tested it at university level in Morocco and Tunisia. Assessment shows that distance learning increases KAB programme outreach.

***ILO/Kenya and Zimbabwe:*** The YES JUMP Project in Zimbabwe and Kenya is innovative in this aspect because it uses decent work and sustainable livelihoods principles in reaching project goals, as well as assessing impact. That is, all jobs created by the project are expected to meet the requirements of ILO's decent work paradigm: respect of fundamental rights; rejection and abolition of child labour; refusing forced labour; freedom from discrimination; and, gender sensitivity. In addition, programme planning and implementation stresses that jobs will have lives beyond the project time frames and every job should meet the basic requirements of the environmental protection measures.

# 5

## Impact Evaluation of Interventions

Assessing overall project efficiency and effectiveness is one of the vital reasons for doing the mapping exercise. The mapping, therefore, also looks at the quality of the evidence that is available on impact and cost effectiveness. Overall, program evaluation has been weak. Certainly, one strong recommendation is the need to work on youth employment project and programme evaluations.

Almost all programmes lack evaluation information on outcomes or impact. Some interventions have evaluations that cover only gross outcomes and do not use a methodology (e.g., based on a control group) to estimate net impact. And, of the programs that meet this evaluation standard, most do not include any cost-benefit analysis. Given the higher prevalence of skills training programmes, the low numbers of evaluation reports is disappointing. This may be partly because the mapping includes not only completed programmes but also recently started and ongoing interventions, with limited or no readily available evaluations.

### 5.1 Result Based Evaluations

A measure of the effectiveness and efficiency of programmes and interventions is vital to decide upon how replicable the interventions will be. In the general absence of quality evaluations, it is imperative to quantify, compare, and analyze existing interventions using evaluation reports that are already available.

Data collated from this mapping shows that of the 47 youth employment interventions, more than 26 reported that impact evaluations had not yet been conducted. This may be because most of the interventions mapped here are ongoing. There are projects that envisage doing an evaluation report at a later date. The interventions with monitoring and progress reports, external evaluations, and impact assessments are briefly reviewed below.

#### ***Mid-term evaluation of Engaging Tunisian Youth to Achieve the MDGs; Youth, Employment and Migration Joint Programme:***

The outcomes of the Joint Programme are:

- Youth and employment migration policies and programs better adapted to labor market trends and the specific needs of unemployed university graduates and unemployed low-skilled youth in the target regions (Tunis, El-Kef, and Gafsa).
- University graduates have better access to decent job opportunities and engage in the creation of SMEs in the target regions (Tunis, El Kef, and Gafsa).

- Low-skilled young men and women from El -Kef, Tunis, and Gafsa have access to better employment and migration support services and decent job opportunities.

The Joint Programme objective was to find solutions to high rates of unemployed youth in Tunisia. In doing so, the Joint Programme would not only tackle a UNDAF priority policy but also meet MDG targets.

The revolution of 14 January 2011, also known as the Revolution for Dignity, underscores the relevance of the Joint Programme to the government of Tunisia, and the urgency of finding solutions for unemployed youth. Consequently, the post-revolution transitional government considers youth employment issues as one of five national development priorities.

According to the evaluation, project design strengths include a thorough diagnosis of youth, employment, and migration issues, within the country's economic, political and social context, such as:

- The inequitable distribution of economic investments that are concentrated on coastal region and marginalized, interior regions;
- The weak institutional capacity of relevant ministries and their employment agencies in developing policies to generate job opportunities. These should address problems responsible for the large number of unemployed youth and constraints to transforming these policies into effective action plans;
- The mismatch between the educational system and labour market demands.

### ***Independent Evaluation of the Multi-stakeholder Programme for Productive and Decent Work for Youth in the Mano River Union (MRU)***

The evaluation team found the programme highly relevant to the challenges faced by the MRU countries about the very high and visible levels of youth un- and under-employment. The programme is in line with government policies, UN priorities, and links up with other activities in which the UN agencies are involved in the countries. It addresses both issues of poverty reduction and social development, as well as political stability and security in the longer term. The programme was designed with a total budget of USD 21.5 million for four years, and started on the basis of a Plan of Action for the first year, with a budget of USD 5 million, although no funding beyond the first year had been identified. The risk of not being able to secure more funds was not addressed in the programme design. The implementation modalities were to be based on the Delivering as One concept, but were not detailed in the programme document. In practice, the activities were divided into components during the joint exploratory and planning missions and assigned to the agencies in



accordance with their respective areas of expertise.

The programme consists of the following components:

1. Development of self-employing businesses
  - a. *Youth entrepreneurship promotion (UNIDO and ILO)*
  - b. *Funding facility for youth-led projects (YEN and UNIDO)*
2. Development of youth employability
  - a. *Partnerships with the private sector for youth employability (UNIDO)*
  - b. *Training and skills development to increase employability of youth (ILO)*
3. Sub-regional Labour Market Information System (ILO)
  - c. *Sub-regional youth forum, experience sharing, and programme management (UNIDO).*

### Effectiveness

Given the short duration of the activities, it was not as effective in terms of a stronger engagement of under- and unemployed youth, particularly marginalized, poor urban youth in productive and decent work, in the formal and informal sector. Outcomes varied from country to country due to social, economic and historical differences. Overall, conditions in Côte d'Ivoire were more favorable than those in the other three countries.

### Efficiency

UN agency administrative practices impacted on efficient delivery and caused many delays. Hiring of project staff was not coordinated, delayed, and short contracts were offered. With only a few exceptions, agencies worked in relative isolation from each other on their components. As far as resource use is concerned, UNIDO and ILO both added to the programme with their own regular budget resources, while YEN mobilized co-funding from other sources.

### UN Joint Programme Promotion of Youth Employment, ILO, Mozambique

According to the progress report, the program is making a considerable contribution to promoting youth employment, with significant numbers of young people employed or equipped with the necessary tools to respond to labour market challenges. One of the report recommendations is to ensure that the Government of Mozambique takes ownership of the joint programme, particularly at the decentralized level.



### The Entrepreneurship Education Know About Business, ILO, Egypt

The Entrepreneurship Education Know About Business, led by ILO Cairo and taking place in three countries, did an evaluation of the intervention in Egypt. Results show that all planned project activities, outcomes, and outputs were achieved throughout the pilot phase. The training succeeded in making entrepreneurship more appealing to most trainees as a career path. Their knowledge about entrepreneurship also improved and they are now more aware of potential difficulties in starting up their own businesses. When a test was used to determine whether that positive difference (pre-post) was statistically significant, i.e. unlikely to have occurred by chance, "Knowledge", "Entrepreneurship as a Career Path" and "Difficulties" were the most significant variables. This means that the change between what the students knew about entrepreneurship before and after the training was, in large part, caused by the programme. However, trainees were mainly concerned about the course implementation set-up. They referred to its duration, timing, and location and the extent to which they could use their new knowledge to really start their own businesses, in the face of various financial and non-financial challenges.

The Engaging Tunisian Youth to Achieve the MDGs, an intervention led by ILO Algiers, prepared a monitoring report. The main finding was that not having the ILO based in Tunisia created difficulties in implementing the intervention.

### External evaluation of the pilot phase of the Youth Employment Promotion towards Poverty Reduction in Lesotho by ILO

The result of the evaluation shows that the programme successfully trained a large number of actual and potential youth entrepreneurs and caused a change in their level of entrepreneurship and individual behavior. The training also provided access to credit for a smaller, but growing cohort of beneficiaries. Credit provision to youth groups only got underway in August 2008 and whilst it is too early to assess impact, indications are that credit has and will enable benefiting enterprises to further expand and build up sustainability. On average credit repayment rates exceeded 90 percent in the four participating Districts. The evaluation also found an extremely high demand for credit in all Districts for which supply should be increased.

### Project Sustainability

Regardless of the stipulated duration of the interventions, sustainability mechanisms need to be put in place for all project levels and programmatic interventions. This report also reviews this aspect of the interventions by analyzing the indicators included in the survey questionnaires, such as the exit strategy of the interventions.

In this mapping, 24 of the interventions (51percent) have an exit or phasing

out strategy. The analysis shows, however, that only 18 interventions have a strong and clear exit strategy. Most of the interventions focus on creating an enabling environment and building knowledge amongst national partners with the hope that the programme components will be institutionalized by governments and participating national institutions, upon completion.

For example, the ECA exit strategy is stated to be strengthening youth partnerships to deliver outputs and sustain ongoing efforts. On the other hand, UN IDEP stated that it has a three-pronged exit strategy;

1. At institutional level: reinforcing the institutional structures of the MME partnership and the regional initiatives along migratory routes. Reinforcing the capacities of the AUC and African parties to exercise active and well-founded leadership for these regional initiatives.
2. At policy level: creating a deepened mutual understanding of respective migration policies, building and also establishing a foundational knowledge and information base to further develop policies, building upon this joint understanding.
3. At financial level: Rather than additional funding, the final outputs and results of the action require follow-up at the political level.

UNIDO/Tunisia has built-in sustainability mechanisms for joint programming. This was part of the national policy design and UNDAF's and government's commitment to reaching its MDG targets. Joint programmes activities coincided with those in the national institutions. Strong national programme ownership reflects coherence with the Paris Declaration and the ACCRA Agreement. National stakeholders plan to adopt the successful outputs of the joint programme on completion, using them as a base to build on additional national programmes. They also plan to request financing for these future programmes from international donors and the World Bank.

Similarly, for UNEP/DTIE the following are the phasing out strategies;

1. Policies and strategies identified through analyses will continue to provide guidelines for private and public investment decisions;
2. Multi-stakeholder awareness created will ensure that environmentally-friendly behaviors are maintained;
3. Social and environmental entrepreneurs developed will continue to integrate environmental concerns into business practices and create jobs.

For the project run by UNIDO in Côte d'Ivoire and Sierra Leone, revolving funds are made sustainable as the young entrepreneurs pay back the loans they receive. At the end of the project life, gains of the fund will cover its

operational costs. Support for beneficiaries and trainings provided to the young entrepreneurs, make their business ideas bankable and profitable, therefore providing a good base for a successful business. These non-financial services will be made sustainable through institutional capacity building provided to national NGOs, governmental and private institutions, as well as training of trainers.

The ILO's Youth Entrepreneurship Facility has an exit strategy whereby training will be provided to local partners so they may successfully manage the different components. Discussions will take place early on in the handover phase to determine the level of funding local partners can provide to sustain the programme and the volume of funds to be raised. The entrepreneurship culture component is planned to be delivered by TV and radio partners whilst entrepreneurship training is planned to be part and parcel of national curricula.

The business development service and access to finance components will build on existing local support structures and seek to consolidate and further expand upon organizational service delivery capacity. The end objective is for them to effectively and independently continue to facilitate and provide targeted finance and business support services, once programme support has been phased out. The Youth-to-Youth Fund will be managed by the YEN Secretariat for the first three years while a suitable local partner will be trained and empowered to manage the component in the third and fourth year.

# 6

### Conclusions and Recommendations

The discussion in this report has underscored the structural nature of the overall problem of unemployment and under-employment in Africa, and the nature of youth unemployment and under-employment within this context. Policy makers do not, however, have a one-size-fits-all solution to the youth employment challenge. As African nations are not homogenous, the policy response to youth unemployment should also depend on the particular characteristics of each country, within an integrated framework incorporating all other sectors of the economy.

One of the many essential elements of policy to overcome the specific challenges of youth on the labour market is to invest more in good quality education, vocational training, higher education, and initial work experience. Policies and national programmes that provide incentives to enterprises to hire young people, promote youth entrepreneurship, and facilitate access to finance and to other targeted active labour market measures, can also help countries improve upon decent work prospects for their youthful populations.



In Africa, the organizations included in this mapping have initiated and implemented various programmes that directly support youth, with the aim of improving their prospects on the labour market. These interventions vary from small, local community interventions to continental and regional interventions that can impact upon the whole of Africa. In the past, implementation may or may not have been subject to evaluations and revisions in accordance with

the outcomes of those evaluations, and based on the lessons learned. The objective of this mapping is therefore to document the scattered youth employment efforts in Africa, to tease out 'best practice', and share lessons learned by the implementing organizations. In an effort to do so, a methodology of classification was conducted to categorize the interventions in different groups of thematic areas, based on the YEN.

Skills development and training are the primary thematic areas for many of the interventions in this mapping. This generally increases young peoples relevance by making them more 'demand-driven' and better able to cope with the demands of the labour market. This is because a skills mismatch has often been identified as one of the factors contributing to the high rate of youth unemployment in Africa.

The second highly prioritized thematic area is employment creation. Perhaps the most familiar initiatives that have been undertaken in virtually all countries in Africa are public sector employment creations. Then come the employment services that include the promotion of micro, small and medium-scale enterprises, including informal sector development. Areas of project intervention are: the reinforcement of traditional apprenticeships; development of small business advisors; provision of credit for small businesses; promotion of informal sector associations; and, assistance in marketing informal sector products to the formal sector. The scheme has been successful in creating employment within the host business, in formal employment, or through setting up new businesses. Owing to its relative success, it is highly recommended for organizations to further design and prepare programmatic interventions within these thematic areas.

The mapping analysis conducted in this report uncovered duplication of effort and a concentration of interventions in certain sub-regions and countries in Africa. Moreover, it has shown that the number of interventions in many countries do not actually correlate with the extent of the youth employment crisis. However, during site selection and programme implementation, priority should be given to countries, communities, or regions in crisis. The sub-regional analysis showed that youth employment interventions in Africa do not follow this rule. Indeed, international development organizations and development partners should be aware of this, rethink, and redesign their youth employment interventions in Africa.

In general, the continental framework already adopted offers a greater opportunity for many of the international organizations to collectively coordinate and implement their interventions on youth issues, in general, and on youth employment, in particular. Pivotal to this is the adoption of the African Youth Charter opening the doors to rights-based advocacy for youth employment. This led to the Decade Plan of Action for Youth in Africa as a road map for implementation. Continental leadership at the Summit-level, has stated that all international development organizations and partners need to align their programmes to the Decade Plan of Action. The Plan of Action commits itself to an annual 2 percent reduction of unemployment amongst youth and young women.

The mapping also found that private sector participation in youth programme implementation was very low. This prevents the private sector, youth and hence, the labour market from reaping tremendous benefits. Another recommendation, therefore, is to increase private sector engagement in the implementation and even the design of youth employment interventions in Africa.

Of note was the weakness in project and programme evaluation by the implementing organizations and partners. This prevents implementing agencies and governments from evaluating the effectiveness and efficiency of the interventions in order to replicate them. Future endeavors in the design and implementation of youth employment need to include impact evaluation as the core component of their implementation activity.

This mapping reveals that strategies adopted by organizations for sustainability of their interventions is very weak. Implementing short-term programmes will not guarantee a sustainable decrease in labour market challenges to youth employment. With a few exceptions, interventions do not have a clearly outlined exit strategy. International development organizations need to work on designing proper phasing-out strategies to ensure the continuity of benefits accruing from the interventions. This can be achieved through engaging the government in programme implementation and ensuring that capacity and institution-building components are in the forefront of youth employment to guarantee sustainability and lasting impact.

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## Annex I: List of Participating Organizations

Organizations
AUC
ILO
UNECA
UNHCR
WFP
UNFPA
UNESCO
UNIDO
UNEP
ECOWAS

## Annex II: Major source of finance of interventions and total outlay

Organization	Country	Project Name	Source of Finance	Actual Budget (US Dollars)
ECA- ACGSD	REGION- AFRICA	VARIED YOUTH ACTIVITIES	NA	NA
AUC	AU Member States	African Union Youth Volunteer Corps (AU-YVC)	AUC, UNFPA	1,000,000 (estimate)
ECA, EDND	All Member States	Economic Report on Africa 2010	UN system (RB) & donor countries (XB)	250,000
ECA/SRO-CA	Republic of Congo	e-Employment project which aims at building capacities of young graduates and helps them to find job using the Internet	ITU, UNECA, Government of Congo	85,000
ECA-SA	Zambia	(1) Support to the Employment Project of the Jesuit Centre for Theological Reflection (JCTR) (2) Inter-Agency Policy Brief on Employment and Growth for Zambia	JCTR, UNCT and UNECA in technical advice	NA
ECOWAS COMMISSION, ABUJA, NIGERIA	15 ECOWAS MEMBER STATES	ECOWAS YOUTH EMPLOYMENT PROGRAMME	ADB, ECOWAS ,EU, UNV	NA
ILO	Sierra Leone	Quick Impact Employment Creation Project for Youth through Labour-based Public Works	Multi-Donor Trust Fund	1,485,000.00
ILO	Liberia	Joint Programme for Employment and Empowerment of Young Women and Men in Liberia	Ministry of Youth and Sports, UNDP, ILO, WORLD BANK, UNICEF, UNFPA, UNESCO, DANISH GOVT	14,000,000.00
ILO	Malawi	Joint Programme on Youth Employment and Empowerment	ILO, FAO, UNICEF, UNDP and WFP	1,487,500.00
ILO	Mozambique	UN Joint Programme Promotion of Youth Employment	FAO, UNDP/ UNCDF, UNIDO, ILO, UNESCO, UNHCR	6,684,072.00
ILO	Kenya	Creating the enabling environment to establish models for child labour-free areas in Kenya: Support to the implementation of the National Action Plan for the Elimination of the Worst Forms of Child Labour with special focus on agriculture and older children (SNAP Kenya)	United States Department of Labour	4,600,000.00

## Youth Employment Interventions in Africa

Organization	Country	Project Name	Source of Finance	Actual Budget (US Dollars)
ILO	Kenya Tanzania Uganda	Youth Entrepreneurship Facility	Government of Denmark	5,423,935.00
ILO	Uganda	Support for the Preparatory Phase of the Uganda National Action Plan for the Elimination of Child Labour	United States Department of Labour	4,791,000.00
ILO	Kenya	Job Creation: Capacity building	Swedish International Development Cooperation Agency (SIDA) and ILO.	18,700.00
ILO	Kenya	Youth Employment Support - Jobs for the Unemployed and Marginalised Young People (YES JUMP)	Federal Republic of Germany	1,299,274.00
ILO	Zanzibar	Capacity Building Support to Zanzibar: Pillar 1: Wealth Creation, Employment and Economic Empowerment	UN Organizations	1,968,100.00
ILO	Tanzania Mainland	ONE UN Joint Programme One (JP1): Wealth creation, Employment and Economic Empowerment	ONE UN FUND	10,506,974.00
ILO	Zimbabwe	Skills for Youth Employment and Rural Development in Western and Southern Africa (Danish Africa Commission's Promoting Post-Primary Education Initiative)	Danish Commission for Africa	2,211,000.00
ILO	Zimbabwe	YESJUMP: Youth Employment Support - Jobs for the Unemployed and Marginalized young People	Federal Republic of Germany	1,299,274.00 (for both Kenya and Zimbabwe)
ILO	Sudan	Creating opportunities for Youth Employment in Sudan (Fisext name: MDG-F Fund for the Joint programme on Youth Employment)	MDGF Spain	8,999,998.00
ILO	Egypt, Morocco, Tunisia	Entrepreneurship Education Know About Business	Canadian International Development Agency (CIDA), Ministries and beneficiaries	2,049,000.00
ILO	Tunisa	Engaging Tunisian Youth to Achieve the MDGs (Fisext name: MDG-F Fund for the Joint Programme on Youth Employment)	MDGF Spanish Fund	3,115,000.00

## Youth Employment Interventions in Africa

Organization	Country	Project Name	Source of Finance	Actual Budget (US Dollars)
ILO	Egypt	Effective school to work transition through career information and guidance for youth employment (through upgrading public employment services)	The Italian Cooperation (Rome)	1,008,300.00
ILO	Lesotho	Youth Employment Promotion towards Poverty Reduction in Lesotho	Government of Lesotho, UNDP, ILO and UNICEF	1,570,000
ILO	Comoros	Support to the sustainability of peace by promoting youth employment and women in the Comoros (APROJEC) - COI/09/01M/UND	UNDP through the Fund of the Consolidation of Peace (FCP)	1,000,000.00
ILO	Mali	Projet d'insertion des Jeunes dans la vie Professionnelle à travers les Investissements à Haute Intensité de Main-d'Oeuvre en milieu Urbain et en milieu Rural (PEJIMO)	The Government of Mali and Grand Duchy of Luxembourg	3,450,000.00
ILO	Mali	PROJET D'APPUI A L'INSERTION DES JEUNES	The Grand Duchy of Luxembourg	2,102,411.00
ILO	Mali	Programme d'appui à la création des Micro et Petites Entreprises MPE-BARA NI SORO	Government of Mali, Beneficiaries, Employers organization and donor agency	712,666
ILO	Senegal	Insertion des sortants du système de formation professionnelle – Job Placements for Vocational Training Graduates	Luxembourg Cooperation. Government of Mali and beneficiaries	1,969,098

## Youth Employment Interventions in Africa

Organization	Country	Project Name	Source of Finance	Actual Budget (US Dollars)
South Africa (PRETORIA)/ UNHCR	South Africa	The UNHCR operation in South Africa does not have a specific project for refugee youth. However, refugee youth are included in the UNHCR assistance programme in the following areas: secondary education; vocational skills training; and, self-reliance activities including business skills training, job search and placement, and evaluation of certificates. IPs also provides support and guidance to development initiatives or projects started by young refugees such as ADE Youth Group which was started by refugee youth in Pretoria. ADE was assisted by an IP in planning activities, arranging venues and links with organizations that could present their activities to the public and arrange speakers on relevant topics.	UNHCR	NA
SRO-EA	Rwanda	Youth Employment in Rwanda	NA	NA
UNDP Regional Service Center, Dakar, Senegal under the supervision of RBA Deputy Director for West and Central Africa.	Cape Verde, Côte d'Ivoire, Gambia, Guinea, Guinea Bissau, Kenya, Liberia, Lesotho, Malawi, Mozambique, Senegal, and Sierra Leone	Regional Programme for Social Cohesion and Employment Policies for Sub-Sahara Africa	Government of Spain	17,021,000
UNEP IDTE	Burkina Faso, Egypt, Ghana, Kenya, Rwanda, Senegal, and South Africa, and then replicated throughout Africa	Green Economy and Social and Environmental Entrepreneurship Development in Africa	Respective national Governments and ministries, EU, UNEP	NA

## Youth Employment Interventions in Africa

Organization	Country	Project Name	Source of Finance	Actual Budget (US Dollars)
UNESCO-BREDA and UNDP-Regional (West and Central Africa)	ECOWAS countries (15)	Sub-regional process (called 'Abuja Process') for the Revitalization of TVET for Youth employment in the ECOWAS sub-region, within the framework of an Inter-Agency Task Team (IATT)	NA	150.000 (UNESCO sub-regional programme for 2010-2011); Other resources from UNDP-Regional and UNDP-YERP
UNIDO	Senegal	Développement des Systèmes Productifs Locaux - Insertion professionnelle des sortants de l'enseignement technique et de la formation professionnelle Local Produce Systems Development – professional placements for technical and vocational training school-leavers	Coopération Luxembourgeoise Luxemburg Cooperation	1,380,815.00
UNIDO	Guinea	Project conjoint d'appui au mouvement de la jeunesse et à certain groupes de jeunes les plus déshérités Joint Programme Support for Youth Movements and Selected Disadvantaged Groups	UN Peace Building Fund	600,000
UNIDO	Sierra Leone	Multi-Stakeholder programme for productive and decent work for youth in the Mano River Union Countries.	Federal Government of Austria	418,000
UNIDO	Côte d'Ivoire, Sierra Leone	Multi-Stakeholder programme for productive and decent work for youth in the Mano River Union Countries.	Federal Government of Austria	400,000
UNIDO	Cote d'Ivoire, Guinea, Liberia, Sierra Leone	Multi-Stakeholder programme for productive and decent work for youth in the Mano River Union Countries: First Year Plan of Action - component 1b	Government of Japan	440,978

## Youth Employment Interventions in Africa

Organization	Country	Project Name	Source of Finance	Actual Budget (US Dollars)
UNIDO	Cote d'Ivoire, Guinea, Liberia, Sierra Leone	Multi-Stakeholder programme for productive and decent work for youth in the Mano River Union Countries: First Year Plan of Action - component 1b	Government of Japan	1,634,543
UNIDO HQ and UNIDO South-South Cooperation Centre in India	MRU countries (Côte d'Ivoire, Guinea, Liberia, Sierra Leone) and India	YOUTH ENTREPRENEURSHIP SKILLS DEVELOPMENT INITIATIVE , (YES – DI): A programme to augment youth employment opportunities in developing countries	Government of India	169,500
UNIDO HQ, Vienna	Mozambique	UN Joint Programme on Promotion of Youth Employment	One UN Programme for Mozambique (OUNF)	776,061
UNIDO Office in Tunisia	Tunisia	Engaging Tunisian Youth in Achieving the MGDs- UNIDO component of MDG-F Youth Employment and Migration programme	Millennium Development Goals Fund	663,079
UNIDO, Sudan	SUDAN (North) and South Sudan	Joint Programme on Creating Opportunities for Youth Employment in Sudan (funded by MDG-F Spain under the Youth, Employment & Migration (YEM) Thematic Window)	MDG-F Spanish Trust Fund; Government counterpart staff time and site for training center	4.628M
United Nations African Institute for Economic Development and Planning (IDEP)	African Union and European Union countries	Support Project for the Africa-EU Partnership on Migration, Mobility and Employment	European Union	NA
			Total	108,498,999

## Annex III: Intervention Strategies and Implementation Modalities

About the interventions					
Organizations	Name	Development Objectives	Concrete results	Problems addressed	Strategic Approach (implementing modality)
AUC	AUYVC	Contribute to African's human development in line with AUs Vision and Mission, through effective youth participation in Africa's Development process, which includes youth as key beneficiaries.	So far more than 100 young people aged between 15 - 35 have been trained and are getting deployed throughout Africa to take up various Volunteer positions in many international and national institutions. The Commission is preparing to deploy more than 54 AUYVs to all member states to facilitate the collection of data on youth.	The inability of youth to get exposure to proper training at the continental level and exposure to working with international organizations, amongst others.	An online platform has been set up for qualified youth to apply for volunteering while a central database system will screen youth, based on prior set criteria. The selected youth will get the proper training and be deployed according to their qualifications and positions available.
ECA- ACGSD	VARIED YOUTH ACTIVITIES	Increased commitment from Member States to implement recommendations, use, and adopt knowledge products.	Policies formulated or reformed as a result of knowledge generation and sharing between the ECA and Member States	NA	Building knowledge, technical assistance, capacity building through knowledge products such as the Africa Youth Report, and knowledge sharing platform, and technical tools.
ECA, EDND	Economic Report on Africa 2010	Improved understanding and capacity of member states to observe employment (including Youth Employment), challenges, and their potential solutions.	Greater awareness and engagement of member states and other relevant stakeholders to employment issues (including YE) in the region.	Present facts, descriptions, analysis and related policy recommendations, followed by advocacy work.	Studies, research, policy-orientation, reporting, capacity building, advocacy, adversaries.
ECA/SRO-CA	e-Employment project which aims at building capacities of young graduates and helps them find jobs using the Internet	To help reduce youth unemployment and poverty in the Central Africa sub region using ICT facilities	Unemployed young graduates and freshly qualified have increased access to job offers using ICT facilities; job search capacity enhanced	Build the capacities of young graduates in job search techniques and help them align what they learn at school with job market needs	Capacity building and technical assistance
ECA-SA	(1) Support to the Employment Project of the Jesuit Centre for Theological Reflection (JCTR) (2) Inter-Agency Policy Brief on Employment and Growth for Zambia	To place employment creation at the centre of national development plans of Zambia	More and decent jobs are created in the Zambia formal sector to absorb the large populations of the unemployed people, including the youth	Programme aims at addressing the growth in the numbers of unemployed in Zambia by providing policy advice and interventions to the Government on the nexus between growth and employment creation	Technical assistance



## Youth Employment Interventions in Africa

ECOWAS COMMISSION, ABUJA, NIGERIA	ECOWAS YOUTH EMPLOYMENT PROGRAMME	1. The ECOWAS programme is a mechanism designed to harness the use of qualified nationals to serve as ECOWAS volunteers with the view of building a successful and sustainable programme involving youth in voluntary actions and initiatives for constructive volunteer youth leadership, capacity building for volunteers involving NGOs, and for development-oriented peace building. 2. Capacity building and skills acquisition is expected to produce a generation of youth that are equipped with the right skills for self employment	1. The youth volunteer programme has just been launched. 2. Under the capacity building programme: building collaboration with the Songhai centre in Benin, 287 youths comprising 167 male and 120 females, have benefitted since the programme was launched five years ago. The youth were trained on agricultural entrepreneurship to enable them contribute to regional food security and be self-employed.	1. The ECOWAS volunteers programme specifically seeks to strengthen the capacities of local organizations in order to assist them in project and programme development and implementation involving volunteers. 2. ECOWAS youth capacity building and skills development programme and sports development centre is geared towards building capacity and empowering community youth for self employment	1. The ECOWAS youth volunteers are deployed to countries to contribute to the promotion of peace and to enhance their employability. 2. the Songhai capacity building programme organizes training programmes on various entrepreneurship programmes for the youth
South Africa (PRETORIA) / UNHCR	NA.	Self-sustenance, personal development for survival in the country of asylum and when returning to COO, or to a third country. Help youth lead meaningful lives.	Advocacy for recognition of diplomas by host state conducted 2) Local/foreign language training/cultural orientation provided 3) Pre-school/day-care provided. 1) Youth becoming self-reliant and not dependent on UNHCR assistance. Youth able to support their families, creating jobs for others including nationals and dispelling the myths that refugees are only taking jobs from nationals. Employment of youth to have transferable skills should they be able to return the countries of origin.	The programme aims at addressing dependence on humanitarian assistance and personal development in order to provide young refugees with meaningful skills and future orientation - skills that would be beneficial when they return home and those skills suitable for socio-economic integration in the country of asylum. The programme assists in preventing youth from resorting to earning livelihoods through destructive ways, such as criminal activities	
SRO-EA	Youth Employment in Rwanda	To have Rwanda as a "Youth Employment Lead Nation" and to promote the ideals of decent and productive employment.	Contribute to capacity building of YES Rwanda. SRO-sponsored development of YES Rwanda's strategic plan. Following the ICE on Youth Employment in 2005, the Youth Employment Summit prepared the "Eastern African Sub-Regional Strategic Plan on Youth Employment."	Employment Creation.	Capacity building

## Youth Employment Interventions in Africa

UNDP Regional Service Center, Dakar, Senegal, under the supervision of RBA Deputy Director for West and Central Africa.	Regional Programme for Social Cohesion and Employment Policies for Sub-Saharan Africa	A comprehensive approach to employment, particularly youth employment and development fostered in selected African countries (Cape Verde, Côte d'Ivoire, Gambia, Guinea Bissau, Kenya, Liberia, Lesotho, Malawi, Mozambique, Senegal, and Serra Leone), including improved management of labour statistics, increased number of youth gainfully employed, and strengthened labor market institutions and improved labor-management relations.	Strengthened capacity to compile and monitor labor and employment statistics in selected countries, comprehensive pro-employment macro-economic and national frameworks developed in the selected countries, medium-term, fully costed action plans for youth employment prepared in the selected countries, increased paid and self-employment through enterprise development and job creation, including the development of at least one youth employment programme and training activities initiated in each of selected countries, a functioning platform for social cohesion in sub-Saharan Africa developed, and support to social dialogue amongst the tripartite interest of government, labour unions and employers' organizations strengthened, direct support provided through country-specific projects in the selected pilot countries.	The main objective of the project is to generate decent employment, particularly for young people, and promote social cohesion through supporting the formulation and implementation of appropriate pro-poor policies, capacity strengthening of relevant institutions, and the creation of sustainable enterprises.	Economic and social policies to promote growth and expand the demand for labor, labor legislation and labor market policies and programmes (LMPs). Education and training, enterprise development and job creation. Strategies to promote social cohesion and protection for decent employment.
UNEP DTIE	Green Economy and Social and Environmental Entrepreneurship Development in Africa	Social equity, resource-use efficiency, green/low carbon growth, poverty reduction and employment creation.	1) Policy- and decision makers, consumers and civil society are equipped with information, assessments, and analytical tools on transitioning an economy, investments, and current policy frameworks towards a green economy; and 2) Social and environmental entrepreneurship is supported and stimulated across Africa.	Environmental degradation, depletion of natural resource stock, negative genuine saving, unsustainable "brown" economy, climate change, high incidence of poverty and unemployment.	Using capacity building, technical assistance, policy advisory services to advance a transition to a green economy and promote social and environmental entrepreneurship in Africa. Specifically, 1) identify priority areas for policy reform and investment; 2) provide platforms for multi-stakeholder dialogue and consultation; 3) stimulate the creation of social and environmental entrepreneurial activities; 4) Establish SEED awards, 5) hold workshops; 5) Undertake green economy scoping studies.

## Youth Employment Interventions in Africa

<p>UNESCO-BREDA and UNDP-Regional (West and Central Africa)</p>	<p>Sub-regional process (called 'Abuja Process') for the Revitalization of TVET for Youth Employment in the ECOWAS sub-region, within the framework of an Inter Agency Task Team (IATT)</p>	<p>The country reports presented at the Abuja Workshop, as well as available research evidence, reveal a number of policy and systemic inadequacies in national TVET strategy implementation. These challenges - coupled with the lack of operational support in the form of technical expertise and financial resources - has resulted in considerable inertia and, in some cases, near paralysis in implementing planned skills acquisition and employment promotion programmes. The IATT has the potential to offer such operational support to the countries of the sub-region and to become a strong driver of skills development initiatives and innovative partnerships that link training to employment, and in supporting the translation from TVET policy development to implementation of concrete strategies and action plans for employment and poverty reduction.</p>	<p>The main identified priority areas for action are: (i) The development of a knowledge platform on youth employment and social cohesion ii) Programme support to countries, including joint missions from task team members to countries for policy and technical advisory services, including support to UNDAF processes iii) Advocacy for the revitalization of TVET iv) Resource mobilization for programme implementation v) Communications, including website.] A key component of the priority areas of work for the IATT that was identified is the support to countries in the UNDAF preparation process. It was agreed upon that the IATT would support the education for youth employment agenda so that the different agencies bring their comparative advantages to support the agenda. The package of services that will be provided to the countries under the auspices of the QSA will include tools and methodologies, technical and policy expertise, good practices, certified consultants and advocacy. Each agency will be providing its contributions (the aforementioned services) to the five categories outlined. These are: i) Use of an integrated capacity development approach to the problem of education for youth employment ii) Policy dialogue and national policy frameworks for Technical Vocational Education and Training iii) Certification and mobility of skills in ECOWAS (Regional Qualification Framework) iv) South-South learning partnerships and best practice iv) Labour Market Information Systems and data management</p>	<p>The idea of organizing a workshop on revitalizing TVET provisions in West Africa in a joint cooperation by UNESCO-BREDA and ECOWAS was initiated at a meeting of Education Ministers and experts of ECOWAS member states held in March 2009 in Abuja. As a result, in August 2009, UNESCO/BREDA in collaboration with ECOWAS organized a regional workshop on revitalizing TVET in ECOWAS member countries. The workshop, which was held in Abuja-Nigeria, brought together the major stakeholders in TVET from all the fifteen ECOWAS member countries, including TVET researchers, experts, policy planners and practitioners, education ministry officials, training providers, top-level government representatives, the private sector and civil society, and representatives from a number of international agencies and technical and financial partners. The main objective of the workshop was to review the state of TVET in the ECOWAS sub-region and to discuss strategies for reforming, revitalizing and expanding national TVET systems in order to improve skills delivery and employability of the youth, the poor and other vulnerable groups. The workshop constituted a platform for knowledge and information sharing as well as a valuable learning opportunity for many participants. The workshop deliberations and outcomes, that included a number of concrete suggestions and recommendations was hailed by the participants as the "Abuja Process" for revitalizing TVET in the sub-region. One of the important recommendations of the Abuja process is the creation of an Inter Agency Task Team, consisting of the major technical and financial partners involved in capacity development, skills development, youth employment, and poverty reduction to pull together their resources in support of the TVET revitalization effort.</p>	<p>The IATT is a grouping of UN Agencies forming a knowledge management for youth employment platform, promoting policy dialogue, capacity building and resource mobilization through working with financial partners, regional economic communities, centres of excellence and networks. Therefore the strategy aims at the development of partnerships and synergies between agencies to enhance the impact of actions through Capacity Development on TVET for Youth Employment, technical assistance to countries, building knowledge at sub-regional level to support countries,...</p>
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UNIDO	Développement des Systèmes Productifs locaux - Insertion professionnelle des sortants de l'enseignement technique et de la formation professionnelle	Contribuer à la mise en oeuvre de la stratégie de réduction de la pauvreté et à l'atteinte des Objectifs du millénaire pour le développement, OMD (emplois, revenus). L'objectif spécifique de ce projet est de promouvoir des solutions durables à l'insertion des jeunes sortants de la formation technique et professionnelle à travers la dynamisation des MPME locales dans les chaînes de valeurs de filières à fort potentiel économique, et à travers l'auto emploi.		Statistiques peu fiables - Environnement local des affaires peu développé (peu d'entreprises recruteuses, faiblesse des investissements structurants pouvant aider à l'exclusion de l'initiative privée des jeunes- faible employabilité des jeunes -inadéquation formation/ emploi - faiblesse des ressources financières pour un impact réel sur l'emploi des jeunes - Environnement local des affaires peu développé	La démarche de mise en oeuvre repose sur la mobilisation de l'expérience de l'ONUDI et sa connaissance avérée des problématiques de développement des micro-entreprises et des systèmes de production et de son expérience dans la zone d'intervention. Le travail de l'équipe de projet est de jouer un rôle d'interface et de facilitation entre l'offre et la demande d'appuis. Il s'appuie sur les réseaux de partenariat antérieurement développés dans la zone, pour faciliter l'accès des bénéficiaires aux services d'appuis. L'équipe de projet mobilise également d'autres expertises externes nécessaires pour les études, les formations ou/ accompagnement en appui de celles déjà disponibles dans les zones d'intervention. Les interventions directes de l'équipe de projet sont plus orientées vers le développement des capacités des partenaires locaux qui seront de plus en plus sollicités, encouragés et formés pour prendre en charge les activités.
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## Youth Employment Interventions in Africa

UNIDO	PROJET CONJOINT D'APPUI AU MOUVEMENT DE LA JEUNESSE ET A CERTAINS GROUPES DE JEUNES LES PLUS DESHERITES Joint Project Support for the Youth Movement and Selected Disadvantaged Groups	Revitalize the Economy and Immediate Peace Dividends	Implementation of a competitive Youth Entrepreneurship Grant Scheme "Youth-to-Youth Fund" in Guinea; Build the capacity of youth-led organizations and enable youth to move from being passive recipients to become active participants in youth employment promotion and creation. Facilitate the testing of new innovative ideas and approaches that enable young people to gain experience and decent employment as start-up entrepreneurs. Establishment of Communication and Information Centres to encourage the exchange of information and provide services related to training, information and employment: Youth networkers embedded in Youth Civil Society Groups will provide trainings as well as peer-to-peer support to young entrepreneurs/entrepreneurs-to-be.	Youth unemployment. With 61 per cent of the population under 35 years of age, Guinea has one of the youngest populations worldwide. Youth could make a substantial contribution to the country's economic development. Despite government efforts, youth unemployment still remains exorbitant in Guinea. Business start-ups are rarely served and national funding mechanisms targeting youth business and youth social entrepreneurship are non-existent as young people are viewed as a high credit risk. The absence of financial services accessible for youth has proved to be a huge obstacle for youth in Sierra Leone, particularly for youth from socially disadvantaged areas. The missing link between financial and non-financial services is a major obstacle for successful entrepreneurship creation.	Capacity development, access to finance.
UNIDO	Multi-Stakeholder programme for productive and decent work for youth in the Mano River Union Countries.	Overall Programme: Contributing to the achievement of Sustainable Development and Peace Consolidation in the MRU countries by creating opportunities for decent and productive work for under- and unemployed youth in the sub-regional. Component 1 b: Financial Scheme for Youth-led projects	Implementation of a competitive Youth Entrepreneurship Grant Scheme "Youth-to-Youth Fund" in Sierra Leone; Build the capacity of youth-led organizations and enable youth to move from being passive recipients to becoming active participants in youth employment promotion and creation. Facilitate the testing of new innovative ideas and approaches that enable young people to gain experience and decent employment as start-up entrepreneurs.	Youth unemployment. With 79 per cent of the population under 35 years of age, Sierra Leone has one of the youngest populations worldwide. Youth could make a substantial contribution to the country's economic development. Despite efforts of the governments, youth unemployment still remains exorbitant in Sierra Leone. Business start-ups are rarely served and national funding mechanisms targeting youth business and youth social entrepreneurship are non-existent as young people are viewed as a high credit risk. The absence of financial services accessible for youth has proved to be a huge obstacle for youth in Sierra Leone, particularly for youth from socially disadvantaged areas. The missing link between financial and non-financial services is a major obstacle for successful entrepreneurship creation.	Capacity development, access to finance.

## Youth Employment Interventions in Africa

UNIDO	Multi-Stakeholder programme for productive and decent work for youth in the Mano River Union Countries.	Overall programme: Contributing to the achievement of Sustainable Development and Peace Consolidation in MRU countries by creating opportunities for decent and productive work for under- and unemployed youth in the sub-region. Annex V, Component 1b): - Assist poor urban and rural youth to become active and recognized contributors to the economy and to contribute to stability and growth; Demonstrate that youth are credit-worthy and capable of turning loans into profitable enterprises through access to financial and non-financial services	Set up MRU Youth Financial Incubator in Sierra Leone and Côte d'Ivoire and piloted it for youth-led business start-ups and expansion of existing youth-led businesses; Loan programme operational; Complement access to finance with the necessary non-financial support structure.	Youth unemployment	Access to funding for entrepreneurship development, capacity building, entrepreneurship training.
UNIDO	Multi-Stakeholder programme for productive and decent work for youth in the Mano River Union Countries: First Year Plan of Action - component 1b	Overall Programme: Contributing to the achievement of Sustainable Development and Peace Consolidation in the MRU countries by creating opportunities for decent and productive work for under- and unemployed youth in the sub-region. Component 1b, Financial scheme for youth-led projects	Implementation of the Competitive Grant Scheme 'Youth to Youth Fund'; build the capacity of youth-led organizations and enable youth to move from being passive recipients to become active participants in the youth employment promotion and creation. Facilitate the testing of new innovative ideas and approaches that enable young people to gain experience and decent employment as start-up entrepreneurs.	Youth unemployment and the necessity for creating jobs,	Capacity development, access to finance.

## Youth Employment Interventions in Africa

UNIDO	Multi-Stakeholder programme for productive and decent work for youth in the Mano River Union Countries: First Year Plan of Action - component 1b	Overall Programme: Contributing to the achievement of Sustainable Development and Peace Consolidation in the MRU countries by creating opportunities for decent and productive work for under- and unemployed youth in the sub-region. Component 4; Sub regional youth forum, experience sharing and programme management	4.1 Sub regional youth forum and Steering Committee Meetings; 4.2 ICT network established (virtual collaborative workspace) linking stakeholders in the programme; 4.3 Four communication hubs, i.e. one hub in each capital of the four countries, embedded in existing youth associations.	Youth unemployment and the necessity for creating jobs,	Technical Assistance and capacity building for networking as well as experience and information sharing amongst youth.
UNIDO HQ and UNIDO South South Cooperation Centre in India	YOUTH ENTREPRENEURSHIP SKILLS DEVELOPMENT INITIATIVE , (YES – DI): A programme to augment youth employment opportunities in developing countries	Overall Programme: Contributing to the achievement of Sustainable Development and Peace Consolidation in the MRU countries by creating opportunities for decent and productive work for under- and unemployed youth in the sub-region. YES-DI: Development objective: Youth-led MSMEs contribute to poverty reduction as drivers of economic growth and creation of durable, decent and productive employment. Long-term outcomes: 1. Trainees successfully apply knowledge and skills gained and start up and sustain businesses; 2. Institutional resource persons replicate the training, thus sharing the acquired know-how.	Sixteen African youth with entrepreneurial ambitions will acquire basic managerial skills, a broad understanding of the globalised knowledge-economy, exposure to real-life entrepreneurship situations, best practices and appropriate technologies in their chosen industrial sector, and be assisted in developing their ideas into viable, bankable projects. Eight Resource Persons from government, business or academic institutions in the selected countries will be trained to follow-up support and mentor the youth entrepreneurs in the implementation of their plans in their home countries.	Economic and social insecurities as a result of prolonged war and instability in the Mano River Union (MRU) sub-region have not only destroyed livelihoods and demolished economic and social infrastructure but also have devastating effects on the social capital base. Reconstruction efforts are underway, however, the majority of unemployed youth cannot benefit from this opportunity due to lack of skills and lack of access to technical and entrepreneurial training.	Capacity building of local institutions supporting enterprise creation and development to apply the training tools received during the studying tour in India; building knowledge and skills of selected entrepreneurs.



## Youth Employment Interventions in Africa

UNIDO HQ, Vienna	UN Joint Programme on Promotion of Youth Employment	Hasten the pace of economic growth and poverty alleviation in Mozambique through the promotion of employment and income generating activities in the MSME sector, particularly for unemployed youth in the manufacturing sector. Integration of youth in mainstream economic activities, reduction of the level of poverty in the provinces, enhancement of the national economy in general	1) Well-developed and functional institutional capacity of supporting national/provincial institutions targeting youth entrepreneurs (development and growth of youth-led businesses); 2) training of young entrepreneurs to start their businesses; 3) support local district associations to provide BDS to young entrepreneurs; 4) Set-up of a Subcontracting and Partnership Exchanges (SPX) with in CPI. The objective of the SPX is to link domestic suppliers to buyer opportunities through the provision of matchmaking, benchmarking and supplier upgrading services.	The Joint Programme contributes to respond to Mozambique National priorities set by the 5-Year Government Plan and PARPA II (Poverty Reduction Strategy Paper) related to promoting programmes that ensure employment for recently graduated youth, namely implementing the Employment and Vocational Training Strategy (EVTs), approved by the Council of Ministers on March 2006, from which Youth Employment emerges as an important priority. This Joint Programme is led by the UNDP and implemented by seven UN agencies, in close coordination with the Government of Mozambique represented by the Ministry of Labor, youth associations, and the private sector. The Joint Programme was thus designed to contribute to achieving self employment for young people and promoting the establishment and growth of MSMEs. The target group consists of young people aged 15-35, including school leavers and newly graduates. The direct recipients are national and local government agencies, workers' and employers' organizations, private enterprises, NGOs, CBOs, schools and communities, media and young students.	Capacity building of national institutions, building knowledge of local companies to attract investments
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## Youth Employment Interventions in Africa

UNIDO Office in Tunisia	Engaging Tunisian Youth in Achieving the MDGs- UNIDO component of MDG-F Youth Employment and Migration programme	Promotion of Private sector a engine for development, economical stability and poverty reduction, towards the achievement of the MDGs	<p>1) Counseling services for youth in El Kef, Gafsa and Tunis are strengthened to provide better access to information on employment opportunities and services, labor rights and migration.</p> <p>2) Vocational training programmes strengthened and developed targeting university graduates most affected by unemployment so they better match the regional priorities and labor market needs of Gafsa, El Kef and Tunis.</p> <p>3) New youth-led SME creation support modules and youth-led enterprises launched in rural and urban areas of the three target regions</p>	<p>In the areas to be covered by the project, there is an urgent need to design new and innovative employment creation programs. The project's priority is to target those who are the neediest and whose opportunities in terms of employment are the lowest. Because the rate of unemployment for higher education graduates is increasing so fast they also remain a major concern for the Government of Tunisia. Their number is expected to rise very fast and so is their unemployment rate. Around 100,000 of them (that is about 20% of the total number of unemployed) are currently looking for jobs. Employment is particularly hard for young graduates in some hard to employ specialties (humanities, commerce...); some of them wait for many years before being offered a job they are willing to take, and their chances are significantly smaller if they are young women. Unemployed youth with primary or no education represented 34% of the unemployed youth in 2007.</p>	<p>Mechanisms and programmes to support youth in creating and managing SMEs and micro enterprises are strengthened and piloted. Building knowledge and capacity of local institutions that provide assistance to young entrepreneurs to develop and grow their businesses. Linkages strengthen with financial opportunities for young entrepreneurs.</p>
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## Youth Employment Interventions in Africa

UNIDO, Sudan	Joint Programme on Creating Opportunities for Youth Employment in Sudan (funded by MDG-F Spain under the Youth, Employment & Migration (YEM) Thematic Window)	Individuals and communities especially youth and vulnerable groups, particularly ex-combatants, mine victims, women and children associated with armed forces and groups, have access to improved income generation and employment through decent work. This will contribute to achieving UNDAF (2009-2012) outcome of reduce poverty especially amongst vulnerable groups and increased equitable economic growth through improvements in livelihoods, decent employment opportunities, food security, sustainable natural resource management and self reliance.	There are three main concrete results expected of the interventions. One is mainstreaming employment creation for youth into the national development framework with coordinated national action plan, strategy and program support to micro and small enterprises, favorable micro finance policies and programs and integrated youth and adolescence national plans. Two is implementation of policies and measures at state level to help young returnees enter and remain in the labor market with various capacity building measures of state level institutions. Three is innovative interventions to create concrete employment and training opportunities for youth developed and implemented in target states.	Weak capabilities of Government and non-government organizations to address the needs for livelihood skills among the youth, particularly those affected by war; high illiteracy rates; lack of measures to provide training and livelihood opportunities and the need for creation of opportunities for employment and self-employment in the target states.	With the broad spectrum of outputs (education, health, livelihood skills) over large areas of target states and limited resources, assistance is converged in selected geographical areas in the target states as mentioned above. Technical assistance and capacity building measures are mainstreamed with counterpart government and non-government organizations to enable them to carry out training and assistance services after the end of the program. State Management Committees and State YEM Units are established for operations and coordination. Health (HIV-AIDS) and women's health are incorporated as a cross-cutting theme in all trainings for wider awareness and outreach.
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## Youth Employment Interventions in Africa

United Nations African Institute for Economic Development and Planning (IDEP)	Support Project for the Africa-EU Partnership on Migration, Mobility and Employment	Support the implementation of the Africa-EU Partnership On Migration, Mobility and Employment as a strategic policy, including through the development or reinforcement of the regional processes on migration and development, by providing partners with an open framework for consultations and capacity building on a flexible thematic and geographic basis. The specific objective is to enable the stakeholders of the partnership and processes mentioned above to actively participate in a constructive dialogue on all migration-related aspects based on effective regional processes, strengthen leadership of key stakeholders and facilitate exchange of information and stable communication channels and good practice.	(1) At continental level, a structured and open, effective, and operational dialogue is in place, which is focused on the MME partnership and which reflects the state driven nature of it. (2) At regional level, dialogue and cooperation in the context of Regional Consultation Processes are strengthened, including through a reinforced EU involvement. The regional structures and networks for dialogue are strengthened. (3) The key stakeholders of the MME partnership and especially the AUC have received additional support better enabling them to take leadership in defining and implementing the common MME agenda.	Migration and Employment/ Higher Education and Employment	(1) Policy meetings aimed at reinforcing dialogue; (2) Capacity building i.e. Interventions aimed at ad-hoc transfer of know-how, resources, and expertise to support the capacities of the key stakeholders; (3) Communication, information gathering and sharing and networking activities aimed at supporting the dialogue between the national and regional actors working in the areas related to migration.
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## Youth Employment Interventions in Africa

ILO/Abuja	Quick Impact Employment Creation Project for youth through labour based public works	<p>Contribute to the economic and social integration of marginalised youth in Sierra Leone through the creation of rapid employment opportunities and the strengthening of key institutions.</p> <p>Key Outcomes:</p> <ol style="list-style-type: none"> <li>1. Productive employment opportunities for the youth created within Bombali district.</li> <li>2. Cost effective labour based methods introduced for the execution of feeder roads rehabilitation and maintenance using private contractors</li> <li>3. SLRA and the Bombali District Administrations' capacity strengthened for the planning, management and monitoring of feeder roads rehabilitation and maintenance.</li> <li>4. Incomes of the poor households in the area of influence of the infrastructure projects raised to above poverty line</li> </ol>	<ol style="list-style-type: none"> <li>1. Up skilling of 5 existing labour based contractors and 20 supervisors</li> <li>2. Training of 5 new labour based contractors and 20 supervisors</li> <li>3. Trial road sections : following classroom and site training, 5 contractors will be selected to carry out 3 km trial sections over period of 4 months. Each contractor will build up labour to an average of 120. Remaining contractors will be give drainage structure contracts, employing up to 30 workers daily on each site.</li> <li>4. 10 existing and new maintenance contractors will be trained over a 3-week period. Each contractor will employ up to 15-30 permanent workers . The maintenance contractors will bid for contracts to maintain 20-30 km of roads in the district.</li> </ol>	<p>Unemployment could threaten peace: The Government is concerned that the high unemployment and under-employment, particularly of the large youth population, could undermine development and threaten the peace. The design of a stimulus package of employment -intensive public works projects is recommended to return the economy to its pre-shock level, with a reduction in poverty</p>	
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## Youth Employment Interventions in Africa

ILO/Abuja	Joint Programme for Employment and Empowerment of Young Women and Men in Liberia	The objective of the Joint Programme for Employment and Empowerment of Young Women and Men (JPYEE) is to promote the employability of young women and men both as a means to sustained economic growth and also as a vehicle for sustained peace and security in Liberia	<p>1. Up-skilling of 5 existing labour based contractors and 20 supervisors</p> <p>2. Training of 5 new labour based contractors and 20 supervisors</p> <p>3. Trial road sections : following classroom and site training, 5 contractors will be selected to carry out 3 km trial sections over period of 4 months. Each contractor will build up labour to an average of 120. remaining contractors will be give drainage structure contrats, employing up to 30 workers daily on each site.</p> <p>4. 10 existing and new maintenance contractors will be trained over 3 weeks period, each contractor will employ up to 15-30 workers on permanently. The maintenance contractors will bid for contracts to maintain 20-30 kms of roads in the district.</p>	Youth affected by the conflict: In spite of the armed conflict having ended, it is clear that the impact of Liberia's civil conflict continues to have a negative effect on the lives and livelihoods of the same group that will ultimately determine the country's future and its ability to emerge from its history of armed conflict: its youth. Young people face particular difficulties in accessing the labour market, even under normal circumstances, and 14 years of conflict have prevented them to prepare for a productive adulthood.	<p>1. Upstream : Policy and planning capacity building of SLRA (road authority) and small and medium private sector (capacity building of ministries, departments and agencies)</p> <p>2. Downstream - Programtic interventions that directly create employment ( for rapid employment)</p>
ILO LUSAKA - ILO/IPEC Malawi office	Joint Programme on Youth Employment and Empowerment	The programme, which seeks to support Malawi Government sustained economic growth and development drive through youth development and empowerment	<p>Outcome 1: Improved youth productive employment and decent work by 2011</p> <p>Increased access to technical, functional literacy, vocational and entrepreneurial skills training</p> <p>Informal youth economic enterprises &amp; activities are supported and promoted to the formal sector</p> <p>Outcome 2: Coherent policies are implemented to improve and increase opportunities for productive employment and decent work by 2011</p> <p>Reduction in child labour prevalence</p> <p>Employment policy prepared and support provided for adoption</p> <p>labour market information generated to inform employment legislations and policies</p> <p>Improved business environment for youth</p>	Youth affected by the conflict: In spite of the armed conflict having ended, it is clear that the impact of Liberia's civil conflict continues to have a negative effect on the lives and livelihoods of the same group that will ultimately determine the country's future and its ability to emerge from its history of armed conflict: its youth. Young people face particular difficulties in accessing the labour market, even under normal circumstances, and 14 years of conflict have prevented them to prepare for a productive adulthood.	<p>The JPYEE has five interrelated components that make up the transition from a humanitarian approach to a more holistic development approach to youth employment and empowerment:</p> <ul style="list-style-type: none"> <li>• Youth policy review and institutional support to Government and Civil Society, especially youth-led organizations</li> <li>• Skills training for employment</li> <li>• Facilitating the transition of young people to employment</li> <li>• Empowerment and social cohesion of young people</li> <li>• Promoting decent work for youth in the informal economy and in agriculture and through special employment schemes in waste management and construction</li> </ul>

## Youth Employment Interventions in Africa

Maputo/ Lusaka	UN Joint Programme Promotion of Youth Employment	improved self- employment for the youth	<p>JP Output 1: Improved business environment for youth.</p> <p>JP Output 2: Increased opportunities for Educational Vocational Training (internships) in private companies for youth</p> <p>JP Output 3: Increased access to financial services for youth self-employment.</p> <p>JP Output 4: Entrepreneurship education/training included in the secondary school curriculum</p> <p>JP Output 5: Increased self employment for youth through increased access to technical, functional literacy, vocational and entrepreneurial skills training</p> <p>JP Output 6: Strengthened capacity of youth organizations to be involved in planning, monitoring and evaluation of youth employment programmes</p> <p>JP Output 7: Economic activities promoted for youth and support provided for graduation of informal enterprises to formal sector</p> <p>JP Output 8: Youth enterprises partnered with private sector and other economic associations</p> <p>JP Output 9: JP is efficiently and effectively implemented, monitored and evaluated</p>		
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## Youth Employment Interventions in Africa

ILO Dar	Creating the enabling environment to establish models for child labour free areas in Kenya: Support to the implementation of the National Action Plan for the Elimination of the Worst Forms of Child Labour with special focus on agriculture and older children (SNAP Kenya)	<p>Incidence of worst forms of child labour reduced through effective implementation of the National Action Plan</p> <p>IMMEDIATE OBJECTIVES</p> <p>IO.1. At the end of the project, relevant national policies, programmes and legislation harmonized with the National Action Plan to eliminate child Labour and enforced</p> <p>IO.2. At the end of the project, the capacity of national and local authorities and social partners is enhanced to support the effective implementation of the National Action Plan</p> <p>IO.3. By the end of the project, effective models for establishing child labour free areas are tested in three (3) Districts with documented processes and experiences</p>	<ul style="list-style-type: none"> <li>• At the end of the project, relevant national policies, programmes and legislation harmonized with the National Action Plan to eliminate child Labour and enforced</li> <li>• At the end of the project, the capacity of national and local authorities and social partners is enhanced to support the effective implementation of the National Action Plan</li> <li>• By the end of the project, effective models for establishing child labour free areas are tested in three (3) Districts with documented processes and experiences</li> </ul>		
Dar es Salaam and Youth Employment Network Secretariat, Geneva	Youth Entrepreneurship Facility	The development objective is: "To contribute to the creation of decent work for young Africans, both as a means of self-employment and as job creation for others"	<p>Immediate objectives are:</p> <ol style="list-style-type: none"> <li>1. Attitudes towards entrepreneurship among young women and men improved</li> <li>2. The education system produces more entrepreneurial graduates</li> <li>3. Youth start and improve their small businesses</li> <li>4. Youth organisations deliver innovative entrepreneurship solutions.</li> <li>5. Youth employment policy makers and promoters make evidence based decisions for better resource allocation and programme design</li> </ol>		

## Youth Employment Interventions in Africa

ILO Dar	Project of Support for the Preparatory Phase of the Uganda National Action Plan for the Elimination of Child Labour	To contribute to the elimination of the WFCL in Uganda through support for the preparatory phase of the NAP	<p>1. By the end of the project, social and economic policies and legal and regulatory frameworks that form the foundation for actions to combat the WFCL will be reinforced.</p> <p>2. By the end of the project, people and institutions at all levels of Ugandan society will be supported to mobilize against child labour through heightened awareness of its negative consequences and increased knowledge of the ways and means to combat the problem.</p> <p>3. By the end of the project, a multidisciplinary and integrated area-based model of intervention laying the foundation for the establishment of "child labour free zones" at the district level will be created and available for replication throughout the country</p>		
ILO Dar	Job creation: Capacity building	To contribute towards the national programme of reducing youth unemployment through creating opportunities for the youth to acquire marketable skills.	<p>1. 50 youth trained in technical skills, such as electrical installation, panel beating, road plant operations, and self employment.</p>		
ILO Kenya	Youth Employment Support - Jobs for the Unemployed and Marginalised Young People (YES JUMP)	Incomes and employment creation for young people (targeting 1,000 young people)	<p>1,000 youth trained in entrepreneurship and other relevant vocational and life skills courses.</p> <p>Youth organisations and cooperatives established and/or capacities strengthened for effective service delivery to youth.</p> <p>Women groups supported in access to skills training, finance and markets.</p> <p>Apprenticeships established for increased skills and linkages with SMEs/cooperatives for youth employment.</p> <p>Policy advocacy and recommendations to policy makers on youth employment issues.</p> <p>Documented lessons and best practices for replication.</p>		



## Youth Employment Interventions in Africa

Dar es Salaam	Capacity Building Support to Zanzibar: Pillar 1: Wealth Creation, Employment and Economic Empowerment	Growth and Reduction of Poverty: Pro-poor growth achieved and sustained	Expected Outputs: (1) Wealth Creation, Employment and Economic Empowerment; (ILO) (2) Reduction of Maternal Newborn and Child Mortality and Improved Social Services; (UNFPA) (3) National Capacity for Development Management. (UNDP)		
ILO Dar	ONE UN Joint Programme One (JP1): Wealth creation, Employment and Economic Empowerment	Youth capacity to voice their concerns and engage effectively in matters affecting their lives both at local and national level Viable business enterprise developed that will enhance opportunities for youth self-employment hence, reduced rate of youth unemployment	<ul style="list-style-type: none"> <li>Structures for youth engagement in policy, economic and social development and instituted</li> <li>Poverty reduction through increased productivity and decent jobs for both young women and men</li> <li>Skills training through informal apprenticeship recognized and certified by the formal VET training system hence creating opportunities for youth to progress to higher level but also to access decent jobs.</li> </ul>		
ILO Harare	Skills for Youth Employment and Rural Development in Western and Southern Africa (Zimbabwe, Benin and Burkina Faso.) Danish Africa Commission's Promoting Post-Primary Education Initiative.	The technical cooperation programme Skills for Youth Employment and Rural Development in Western and Southern Africa seeks to increase opportunities for young women and men to find gainful and productive employment through strengthening formal and informal systems of technical and vocational skills provision.	<p>Immediate Objective: Skills development systems are strengthened to improve employability, promote access to employment opportunities and increase incomes in support of inclusive and sustainable growth for youth and other population groups.</p> <p>Outcome 1: Increased capacity of rural community groups to identify local economic opportunities, develop appropriate training programmes to access jobs, and provide post-training support to community and private small-scale enterprises.</p> <p>Outcome 2: Public and private training institutions are enabled to better deliver demand-oriented services to rural, informal economies.</p> <p>Outcome 3: Strengthened systems of informal apprenticeship through upgrading the skills of master craftspersons and apprentices while facilitating access to new technologies.</p> <p>Outcome 4: Enhanced capacity of stakeholders and institutions at the national level to apply tools, methodologies, and strategies developed under the programme for broader outreach</p>		

## Youth Employment Interventions in Africa

ILO Harare	YESJUMP: Youth Employment Support-Jobs for the Unemployed and Marginalized young People in Kenya and Zimbabwe	: To contribute to the overall decent job creation efforts in Kenya and Zimbabwe, focussing on unemployed and marginalized young women and men, through demonstrating participatory and community-driven job creation and sustainable livelihoods interventions and improving the policy environment	<p>Immediate Objective 1 / Outcome 1: In order to reduce poverty, 1,000 sustainable and decent jobs are created for young women and men in selected communities in each project country, Kenya and Zimbabwe, taking participatory approaches (direct support).</p> <ul style="list-style-type: none"> <li>• Output 1.1: 12 extension workers (2 for each pilot project, one being women)/community facilitators (job incubators) selected and trained on vocational training techniques and basic business development skills.</li> <li>• Output 1.2: A total of 1,000 young women and men from at least three poor and marginalized communities (pilot project areas) in two countries capacitated and their skills, including life skills upgraded with regard to establishing SMEs and cooperative group enterprises.</li> <li>• Output 1.3: Pilot projects initiated and sustained job creation schemes through SMEs and cooperative group enterprises.</li> <li>• Output 1.4: To ensure food security of families in isolated and poor communities, sustainable livelihoods for women's groups upgraded through skills enhancement, micro credit, market access and other support services.</li> <li>• Output 1.5: Successful intervention models and innovative pilot project results are documented for replication</li> </ul> <p>Immediate Objective 2 / Outcome 2: Selected project partners at national and local levels are fully able to design and implement their own youth employment schemes (institution-building).</p> <ul style="list-style-type: none"> <li>• Output 2.1: Selected grassroots youth associations, their self-help organisations and cooperatives, SMEs and community-based organizations (existing ones and those to be established) strengthened through services including enterprise management training, skills upgrading and financial management.</li> <li>• Output 2.2: Services diversified and absorption capacity of SMEs and cooperatives increased through need-based apprenticeship training and micro credit through Challenge Fund.</li> <li>• Output 2.3: Linkages established between community-based organizations, including women's organizations, and local government agencies to sustain support services to job-creation initiatives.</li> <li>• Output 2.4: Using Recommendations Nos. 189 and 193, together with best practices of pilot projects in job creation, policy environment improved for SME and cooperative development, as well as community-based organizations and gender equality, to continue creating decent jobs and work together with other stakeholders.</li> </ul>		
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## Youth Employment Interventions in Africa

ILO Cairo	Creating opportunities for Youth Employment in Sudan (Fisext name: MDG-Fund for the Joint programme on Youth Employment)	The Sudan Joint Programme (JP) "Creating Opportunities for Youth Employment in Sudan" aims to provide skills development and livelihood opportunities to the youth <sup>1</sup> with particular attention to migrant youth, including returnees and demobilised soldiers. Twenty-one years of civil war have left an entire generation without access to education. The signature of the Comprehensive Peace Agreement (CPA) in 2005 is providing an enabling environment for more than four million displaced people to return to their homes throughout Sudan	Joint action plan for youth employment activities in place for line ministries in North and South Sudan on the basis of state socio-economic analyses and training of states' institutions, 6 State level action plans for line ministries in place by the end of the JP. At least 5,000 young Sudanese have direct access to jobs and skills training opportunities by 2010		
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## Youth Employment Interventions in Africa

ILO Cairo	Entrepreneurship Education Know About Business	<ul style="list-style-type: none"> <li>• Create awareness of enterprise and self-employment as a career option for youth.</li> <li>• Develop positive attitudes towards enterprise and self-employment.</li> <li>• Provide knowledge and practice of the required attributes and challenges for starting and operating a successful enterprise.</li> <li>• Prepare trainees to work productively in SMEs to contribute towards the creation of an enterprise culture in Morocco, Algeria, Tunisia, and Egypt, by promoting awareness among young people of the opportunities and challenges of entrepreneurship and self-employment, and of their role in shaping their own future and that of their country's economic and social development as young entrepreneurs".</li> </ul>	<p>Output reached in all three countries</p> <ul style="list-style-type: none"> <li>• KAB Training capacity built</li> <li>• KAB training materials adapted to education level and national socio-economic environment</li> <li>• KAB implemented in vocational, secondary and higher education institutions</li> <li>• Regional workshops organised</li> <li>• Evaluation and impact assessment of KAB test phase in the three countries</li> <li>• KAB Training of trainers capacity built for all education levels</li> <li>• National and regional business plan contests organised</li> <li>• KAB regional network established</li> <li>• Strategy for generalisation of Entrepreneurship education for all education levels developed</li> <li>• Generalisation of the KAB programme in progress in <ul style="list-style-type: none"> <li>Egypt -in vocational education under the Min. of Trade and Industry,</li> <li>- in higher education in technical colleges</li> <li>Tunisia - in higher education at all universities</li> <li>Morocco – in higher education in all universities, and in vocational education in all centres of OFPPT</li> </ul> </li> </ul>		
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## Youth Employment Interventions in Africa

ILO Algiers	Engaging Tunisian Youth to Achieve the MDGs (Fisext name: MDG-Fund for the Joint programme on Youth Employment)	To support Tunisia in its efforts to develop and enhance local capacities in migration-prone areas, through the sustainable creation of decent jobs and the promotion of local competencies in three selected pilot regions.	<p>Youth and employment migration policies and programs better adapted to the labor market trends and the specific needs of unemployed university graduates and unemployed low skilled youth in the target regions (Tunis, El Kef, and Gafsa).</p> <ul style="list-style-type: none"> <li>· University graduates have better access to decent job opportunities and engage in the creation of SMEs in the target regions (Tunis, El Kef, and Gafsa).</li> <li>· Low-skilled young men and women from El Kef, Tunis, and Gafsa have access to better employment and migration support services and decent job opportunities.</li> </ul> <p>The expected results by the end of the Programme include:</p> <ul style="list-style-type: none"> <li>i) improved capacity of the Tunisian government to investigate, monitor and analyse youth labour market indicators;</li> <li>ii) improved capacity of local institutions (private, public, banks) to support and follow enterprise creation and development;</li> <li>iii) inter-institutional mechanism able to design, monitor and evaluate youth employment and migration policies;</li> <li>iv) permanent partnership mechanism between the public and the private sectors;</li> <li>v) improved knowledge and understanding of integrated policies and measures to tackle the informal economy and their impact on migration;</li> <li>vi) pilot system of circular migration tested.</li> </ul>		
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## Youth Employment Interventions in Africa

ILO Pretoria	Youth Employment Promotion towards Poverty Reduction in Lesotho	Create decent employment opportunities for youth, through improvement of policy environment, entrepreneurial capacity within institutions, and youth, to build and maintain sustainable enterprises.	Capacity of relevant institutions to collect, analyse and use LMI as a policy & planning tool improved; Supportive youth policy and a comprehensive action plan on YE developed and implemented; Entrepreneurship education and training capacity improved and positive mindset amongst youth towards entrepreneurship; Access to resources and financial services by youth improved and a more conducive social dialogue environment that includes non-traditional tripartite partners.		
ILO Tana	Support to the sustainability of peace by promoting youth employment and women in the Comoros (APROJEC) - COI/09/01M/UND	<ul style="list-style-type: none"> <li>• Contribute to the integration of youth and women in socio-economic development in order to strengthen social justice and peace in the Comoros National</li> <li>• Promoting youth employment and women in specific industries and sectors including: Agriculture and Rural Development, Infrastructure, Services, Crafts and Environment.</li> </ul>	<p>Public officials, private sector leaders have access to data needed to formulate policies and programs to promote employment</p> <ul style="list-style-type: none"> <li>• 250 children are accommodated in targeted training, based on promising sectors and 100 juveniles placed on probation for professional qualifications, 50% of beneficiaries are women</li> <li>• 500 young people trained in entrepreneurship, 300 business plans developed, financed and monitored 200 projects, 40% of beneficiaries are women</li> <li>• 150 permanent jobs primarily reserved for local people and the poorest in the development of labor-based approach</li> <li>• The school building projects and sustainable rehabilitation is being performed in-house with the populations of targeted communes and neighborhoods</li> <li>• A range of decent potential for the country is defined and popularized on the basis of action plans for strengthening multi-sectoral management capacity of the environment and biodiversity projects through schools.</li> </ul>		

## Youth Employment Interventions in Africa

ILO Dakar	Project to integrate young people into working life through intensive investment of labor in urban and rural (PEJIMO)	Reduce poverty in Mali through workplace integration of, urban and rural youth and improving the income levels through the development of productive employment opportunities, or related to the implementation of infrastructure according to the HII approach and empowerment of local actors	Construction of infrastructure (rural roads, paving, sanitation, gardening areas, etc) from projects submitted by the Commons in APEJ partner, - Creating jobs for the poorer areas of intervention; - Income distribution; - Development of local materials (rock, laterite, sand, etc.). - Accessibility of Small Business works contracts; - Education and training partners for work, management and maintenance,		
ILO Dakar	Youth Job Creation Program	The program's overall objective is to contribute to the fight against poverty through the consolidation of integration mechanisms (with APEJ in the heart of the system) and the system of vocational training, promoting the emergence of rural enterprises and urban designers decent employment and income generation, particularly for vulnerable groups represented by the youth and women	The establishment of a network of independent trainers and GERM operational in all regions of Mali A decree of the Council of Ministers introducing the key module in technical and vocational educational institutions Drafting and finalizing the business plans of young people enrolled in APEJ, women entrepreneurs, small people, women, craftsmen, etc. ... the signing of a Memorandum of Understanding, under the auspices of the Ministry of Employment and Vocational Training, with the structures responsible for integration issues.		
ILO Dakar	Programme to Support the Creation of Micro and Small Businesses	Contribute to the fight against poverty through the development and experimental implementation of mechanisms to create micro and small businesses likely to be referenced in the field of employment promotion and BEP and be multiplied in induction programs	Define an effective, efficient, and reproducible mechanism for creating businesses (similar to the business incubator); Strengthen programs and partner organizations involved in the implementation of enterprise creation projects, in terms of human skills and mastery of innovative strategies for integration.		

## Youth Employment Interventions in Africa

ILO Dakar	Insertion des sortants du système de formation professionnelle Continuous Education In –Service Placement	The idea of the ILO, through this program for the integration of young people leaving the vocational training system is to meter out an integrated training support for integration, enhanced by a connection with the financial system	The program objective is to assist young people leaving the system to the insertion of FP through a combined intervention of the ILO (lead) ETDE UNIDO, within the technical component, supplemented by assistance from the UNDP through the financial section		
ILO Kinshasa	Youth Employment Capacity Building Project in the DRC	Capacity building for developing and implementing policies and jobs programs for youth in the DRC through the establishment of a National Policy of Employment and Training that integrates the “young”	Outcome 1): A framework for defining program goals of promoting employment is established; (Result 2): A joint operational program for youth employment that will allow national actors to take advantage of the potential for creating job-intensive investment programs, cooperatives, small and medium enterprises in both rural and urban areas		



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