

**Expert Group Meeting and Youth Roundtable
Strategies for Creating Urban Youth
Employment: Solutions for Urban Youth in Africa**

Nairobi, 21-25 June 2004

I. Introduction

The Expert group meeting and Youth Roundtable was organized by the United Nations Department of Economic and Social Affairs in collaboration with UN-HABITAT and the Youth Employment Network (YEN) Secretariat, held in Nairobi at the Gigiri Conference Center from 21-25 June 2004. It brought together experts, practitioners and young people to address policies and programmes for urban youth job creation. The overarching objective of the Expert group meeting and the adjoining Youth Roundtable was to support the goals and objectives of the Youth Employment Network and focus on the ways individuals and institutions, public and private, plan and manage youth employment creation in cities as well as to promote an exchange of experiences and best practices. The meeting was chaired by Magatte Wade, Member of the High-Level Panel on Youth Employment.

Issues examined included obstacles to urban youth employment, national strategies and policies, good practices and experiences in addressing youth employment, challenges and policy recommendations. Three panel discussions were devoted to youth entrepreneurship development, UN-HABITAT's strategy on enhancing the engagement of youth, and the national experience of Kenya in creating youth employment. A workshop dealt with indicators of youth employment. The recommendations of the Youth Roundtable that was held before, after and parallel to the Expert group meeting were presented to the meeting at its last day.

Experts attending the meeting were from various academic institutions, non-governmental organizations and the United Nations agencies such as the UN-HABITAT, as well as the ILO and the World Bank, the core partners of the Youth Employment Network (YEN). The Kenyan Government was represented by senior officials from the Ministry of Gender, Sports, Culture and Social Services, Ministry of Housing and Public Works and Nairobi City Council.

A field trip was organized to “One Stop Youth Information and Resource Centre” and to project sites in the Kibera slum settlement developed by Youth Business International, Kenya.

II. Main areas of discussion

Dimensions of urban youth employment

The Expert group noted that young people make up a large share of the population in most developing countries in Africa and suffer disproportionately from unemployment. The review of global and regional trends in youth employment highlights the fact that young people are mostly employed in the informal sector. Urgent action is required to effectively address this situation to ensure that young people are afforded access to decent work.

It was emphasised that the issue of urban youth employment should be addressed through a holistic approach, rather than through only the lens of economic policy. Urban governance, in particular, is a critical consideration because the effectiveness of local government institutions ultimately determines the participation of young people in decision making and the economic and social opportunities available to young people within their communities. It is a broader issue that touches on the governance dimensions at the local level, particularly with respect to participatory systems, legal regimes, gender relations, spatial planning, linkage between tertiary education and practical training, partnership between public-private and civil society sectors, as well as the connection of these with macro policy management.

For youth at risk, the role of local government in employment creation is an important re-integration strategy. Youth at risk lack opportunities, education, proper housing and other forms of support that are key to a young person’s development, and often face drug problems, exposure to human trafficking and the exploitation of young women and girls.

Strategies and policies for urban youth employment

The Expert group meeting acknowledged that in order to effectively address urban youth unemployment more resources are required to be directed towards the needs

of young people. Labour-intensive public investment strategies are an important element of the demand-side youth employment policies and public investments should be evaluated and reoriented for improved impact on job creation. There should be adequate resources at the national, regional and local levels to ensure that there is an appropriate enabling economic and social environment for young people that promote their well being, education, training, skills development and access to resources. The international community should ensure that their assistance to developing countries addresses the issue of youth employment in a comprehensive way.

Young people, in general, have not been sufficiently consulted in decision making at the national, regional or local levels in matters that impact significantly upon their lives. Young people should be heard at all levels and steps must be taken to empower them. In order for young people to participate in the PRSP processes and macroeconomic policy debates, for example, there should also be appropriate capacity building among young people. It was agreed that the linkage between youth employment and PRSPs should be strengthened and in this regard, a first step could be to include within PRSPs indicators to evaluate their impact on youth employment.

Young people often lack work experience and professional maturity which can make it difficult for them to secure employment. There are many employers who do not want to take the risk of hiring young, inexperienced workers, preferring instead to engage older, more seasoned employees. There should be efforts to provide opportunities for young people to gain appropriate experience through a number of ways, including volunteering. All these experiences should be accredited or recognized by employers as appropriate work experience.

Particular attention needs to be paid to the concerns of young women workers, especially since young women tend to have higher rates of unemployment than young men. Moreover, as young women often cluster in low-wage, low-skill jobs, it is essential that job creation efforts place particular emphasis on opening up equal opportunities for young men and women. By the same token, particular care should be taken to ensure that job creation efforts are concentrated in industries attractive to both young men and women.

Indicators of youth employment

The workshop noted that indicators on youth employment should help overcome the current bias of research and policy development on youth employment focusing largely on developed countries. In developing countries, research has shown that youth unemployment is often positively correlated with level of education and income. UN-HABITAT Global Urban Observatory's work on measuring youth employment in the context of the Millennium Development Goals using figures on youth non-employment rate was noted as being more useful for policy guidance than the youth unemployment rate. There was a need for this work on indicators to help demonstrate the impact of youth employment on the other MDGs, particularly that on poverty reduction.

Regional and national experiences in tackling urban youth employment

The meeting highlighted that preparations of national action plans for youth employment or reviews of existing national plans which ensure a process that includes the full participation of young people are important and in this regard, the Youth Employment Network can play an important role by providing advice and support to countries when these national action plans are being prepared or reviewed.

It was emphasized that at the macro-economic level, national action plans for youth employment must be integrated into overall national employment strategies. Economic growth is a fundamental condition for the creation of the large number of jobs needed by young people. This is an in although growth alone is not sufficient. At the foundation of employment creation efforts it is critical for Governments to devote adequate attention to the education and skills training of young people in order to prepare them for the world of work. In this regard, it was recognized that education and training should be relevant to the skills required by employers, and that providing multiple skills to young people would make them more adaptable to different skill requirements in different types of jobs.

Many developing countries in Africa have prepared PRSPs. Although recent evidence shows that an increasing number of PRSPs are making some reference to young people, this is often piecemeal and hence, limited in scale and potential impact. Moreover, these PRSPs fail to treat youth concerns as a major cross-cutting issue. There is an urgent need to integrate youth issues, in particular youth employment issues, within the PRSPs. In order to assess the impact of the PRSPs on youth employment, it may be useful to introduce an indicator for youth

employment. Young people should be encouraged to participate fully in the PRSP process.

Youth entrepreneurship development

The meeting noted that youth entrepreneurship was shown to be a useful way to promote self employment among young people. However, it was recognized that youth entrepreneurship is not the panacea for the youth employment crisis in Africa because from experience, even where conditions are ideal, less than a fifth of young people have the potential to be successful entrepreneurs. Important work in municipalities in several African cities has demonstrated that employment for young people can be created by actively promoting micro-enterprises — for example, useful models of these can be found in waste recycling.

Challenges and Recommendations

The Expert group addressed the challenges for creating urban youth employment and proposed the following recommendations:

1. Priority should be given to creating youth employment as a matter of national urgency and such action should be mainstreamed into macro-economic policy. Governments should implement the recent General Assembly resolution on promoting youth employment, in particular the commitments to prepare national action plans as soon as possible and to involve young people in this process.
2. Urban youth employment should be addressed through a holistic approach. In this regard, attention should be paid to the issues of urban governance and youth at risk, rather than relying entirely on macroeconomic policy and labour market interventions. This approach is particularly important as the bulk of young people are employed in the informal economy where the role of local government is critically important.
3. At the macroeconomic level, youth employment strategies and policies must be integrated into the overall national employment strategy. Economic growth is a necessary but not a sufficient condition, Governments must devote attention to education and skills training of young people. This education and training should be relevant to the skills

required by employers and must be such that young people are more adaptable to different skill requirements in different types of jobs.

4. Youth employment issues should be integrated more directly into the PRSPs. It is useful to introduce an indicator for youth employment into PRSPs so that it is possible to monitor their impact on youth employment.

5. Youth entrepreneurship and microenterprise should be promoted to encourage young people to seek self employment. In this regard, it is necessary to provide young people with access to infrastructure, seed money (capital?), mentoring and other support services that will enable them to become entrepreneurs or to set up microenterprises

6. Young people often lack work experience and professional maturity which can make it difficult for them to secure employment. There must be serious efforts to provide opportunities for young people to gain appropriate experience, which is accredited or recognized by employers as appropriate work experience.

7. Youth entrepreneurship and microenterprise should be promoted to encourage young people to seek self employment. In this regard, it is necessary to provide young people with access to infrastructure, seed money, mentoring and other support services that will enable them to become entrepreneurs or to set up microenterprises.

8. Young people often lack work experience and professional maturity which can make it difficult for them to secure employment, and there must be serious efforts to provide opportunities for young people to gain appropriate experience, which is accredited or recognized by employers as appropriate work experience.

9. Despite ongoing efforts, pervasive gender inequality continues to disadvantage young women in both the formal and informal economies. Policies and programmes that address the specific needs of young women facing discrimination in the work place are essential to employment strategies.

10. There should be clear structures for youth participation in policy formation and programme design, in particular the PRSPs. In this regard, the youth employment network provides an important vehicle for promoting the participation of young people.

11. Further work on indicators on youth employment is needed. Relevant United Nations agencies should collaborate and share ongoing work and better guide both policy development at the national level. They should also provide the tools to monitor and

evaluate: 1) progress on the implementation of the National action plans on youth employment, 2) monitoring the implementation of the MDGs at the regional and global levels, and 3) the impact of PRSPs on youth employment .

III. Organization of the Youth Roundtable

The Youth Roundtable equally gained insight from the discussions of the Expert group meeting and was pleased to have been a part of the formal proceedings. Throughout the discussions, the Youth Roundtable acknowledged their role and responsibilities to work in greater cooperation with other stakeholders in order to develop effective urban youth employment strategies.

The Expert meeting included two days allotted specifically for working with the Youth Roundtable, a group of approximately 14 youth assembled in order to provide a supportive platform from which youth can participate directly in the meeting, as well as advance some of their own predetermined activities. In addition to serving as a working youth forum to finalize preliminary contributions to the EGM, including preparations for showcasing youth employment projects, the Roundtable also served to support the work of the Youth Employment Network (YEN), through:

- Encouraging awareness among African youth of the work of the YEN, including the central involvement of youth organizations in the National Action Plan process.
- Empowering a group of youth for engagement in employment policy-making, both at the event and upon return to home countries.
- Recording groundwork recommendations regarding strategies for the effective mobilization of youth in support of NAPs in Africa, possibly as a contribution to the YEN's suggested youth manual on the NAP process or the more generic 'youth participation kit'.

The Youth Roundtable equally held sessions to discuss UN-HABITAT's programmes and outreach, for example the *Global Policy Dialogue on Youth, Children and Urban Governance* and *Safer Cities on Urban Youth at Risk in Africa*, as well as to contribute to the review the World Programme of Action on Youth (WPAY) of the 58th

session of the General Assembly in Fall 2005, in which youth employment is a priority area.

Outcome of the Youth Roundtable

Participants of the Youth Roundtable to the Expert group meeting expressed benefit from the sessions in which they were able to share their common problems and discuss practical strategies for solving the pervasive problems of urban youth unemployment in their cities.

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It was stressed that participants of the Youth Roundtable would continue to advocate for their critical role in developing effective policy solutions at all levels for youth employment by using some of the tools explored during the Roundtable sessions. In addition to their cumulative and shared experience, this includes recent UN General Assembly Resolution A/RES/58/L.3/133, particularly those paragraphs relevant to the Youth Employment Network and the National Action Plan process; the World Programme of Action for Youth to the Year 2000 and Beyond, the World Youth Report (2003), the “Making Commitments Matter” Toolkit; and finally UN-HABITAT’s Global Policy Dialogue on Youth, Children and Urban Governance.

Recommendations

The Youth Roundtable agreed that youth policies and programmes seeking to effectively address youth employment in cities should:

1. Create entry-level positions and other opportunities for youth to gain the critical experience required to secure decent jobs in the formal economy including skills training and jobs creation programmes, internships, strategic interventions to provide job-placement and matching services under a public-private sector partnership.

2. Provide accessible and practical skills training that has been developed with youth input, either additionally or independently of formal education. Training programs should comply with nationally recognized quality assurance standards to ensure training is relevant and appropriate for youth development. Life-long career paths must be brought to the fore of youth employment rather than focusing on “short-term” isolated job interventions.

3. Improve access to financing for youth-led employment initiatives. The resources available to youth are very limited and largely inaccessible. There is red tape and bureaucracy that youth are faced with in the form of demands for security, collateral and experience. Financial companies and credit providers could therefore jointly conduct feasibility studies with young people regarding the proposed business, assist in the development of business plans, and make financial projections.

4. Strengthen the commitment and support of institutional partners, such as those involved in the Youth Employment Network, as well as national and local government players that are pro-youth in their approach. The Youth Roundtable would like to see increased and structured youth involvement in the YEN, through its proposed Youth Consultative Group and otherwise, strongly supported by each of its partners – World Bank, UNDESA and ILO. The Roundtable endorses the idea of developing regional guides or toolkits that would facilitate youth working with the YEN.

5. Increase access to participate in macro-economic policy decision-making, especially as it affects youth employment. The Roundtable identified a need for capacity building for engagement at this level. In terms of advocacy and inclusion, youth must be engaged in the creation and implementation of development agendas such as NEPAD, the PRSP process and the MDGs. PRSPs must be localized to enable youth involvement in their translation into concrete programmes of action in their cities.

6. Greater inclusion and access to information for youth on decisions that are being made to benefit them. There are undeniably a number of issues that are affecting young people in African region, ranging from the exclusion of youth from the labor market as a whole, intimidation by the complexity of entrepreneurship, ofand inaccessibility of the information. Better information sharing and dissemination needs to take place to mobilize youth around positive initiatives and facilitate global to local

policy connections. The Youth roundtable suggests the additional use of conventional medium such as radio, pamphlets and newspapers.

7. Pay particular attention to youth employment problems in the urban context. The Youth roundtable drew on some of their experiences from the cities of Dar es Salaam , Nairobi, Bosaso (Somalia) and Windhoek (Namibia) and feels it is essential to address youth employment challenges that are particular to cities. For example, there must be policy linkages in addressing slum development through youth employment initiatives.

8. Address the special needs of youth at risk, which equally relates to slum improvement). It is essential to have specific policies and solutions for creating employment for youth at risk, as their needs are quite different and specialized. Special policies and programmes need to be in place that addresses the needs of youth trying to secure decent employment in conflict and post-conflict areas.

9. Address the pervasive gender inequality that continues to disadvantage young women in both the formal and informal economies. Although attached to each of the above recommendations, gender consideration and policies and programmes that address the specific needs of young women facing discrimination in the work place are essential to employment strategies. It is recommended that these should be developed in direct consultation with the young women who are most affected by continued gender discrimination.

ANNEX I
Meeting Programme

22 June

Morning:
0930-1030

Opening Session:

Chair Mayor of Nairobi Joe Akech/Councillor Rarieya George
Message Hon. Karisa Maitha Minister of Local Government

Message, Hon.Prof. Anyan'g Nyongo' Minister of Planning and
National Development (represented by Permanent Secretary)

Message, Anna Tibaijuka (UN-HABITAT) - Mr. Don Okpala

Message, Johan Schölvinc (DESA)

Vote of Thanks, Alione Badiane (ROAAS - UN-HABITAT)

H.E. Mrs. Tanya von Gool (Permanent Representative of the Netherlands
To UN-HABITAT

H.E. Wojciech Jasinski (Chair of the Committee of the Permanent
Representatives to UN-HABITAT

Session I
1100-1230

Dimensions of urban youth employment

Overview and trends of urban youth employment,
with a focus on youth employment in Africa.

Introduction

Donald Lee, DESA

Overview

Steve Miller, Secretary, YEN Secretariat

Global trends of urbanization and employment

Jean Fares, World Bank

Youth Speaker (representative from Youth Roundtable) Hassan Abdul
Kadir

Afternoon:

Session II
1400-1530

Dimensions of urban youth employment

Urban Youth Employment as an issue of Urban Governance

Mohamed Halfani, UN HABITAT

Francesca Pezzi, The Global Forum

Employment as a reintegration strategy for Urban Youth at risk

Juma Assiango

UN-HABITAT, Safer City Programme

Youth Speaker (representative from Youth Roundtable)

Session III
1530-1700

Strategies and policies for urban youth employment

Labour market policies

Richard Curtain, Curtain Consulting, Australia

Labour market approaches to youth urban employment

Haroon Bhorat, University of Cape Town

PRSPs and youth employment, view from selected African countries

Makha Sarr, former Deputy Executive Secretary, ECA

Youth Employment Summit Campaign

Puneetha S. Palakurthi, Research and Development Coordinator

Youth Speaker (representative from Youth Roundtable)

Workshop:
1715-1845

How to measure youth employment?

Moderator: Steven Miller, Secretary, Youth Employment Network

Gora Mboup, UN-HABITAT Global Urban Observatory

Richard Curtain, Curtain Consulting, Australia

1900-2030

Reception

23 June

Morning:

Session IV
0930-1100

Good Practices and Lessons Learned: Regional/national experiences and innovative policies and programmes in tackling urban youth employment

Guest Chair: Makha Sarr, former Deputy Executive Secretary ECA

AGETIP and AFRICATIP

Magatte Wade, Member, YEN High Level Panel

Youth Employment creation through promoting community based enterprises in municipal services

Kees van der Ree, ILO (IFP/SEED)

Alodia Ishengoma, ILO Dar es Salaam

Kizito Nkwabi, Kinondoni Municipal Council

City Development Strategies and Youth Employment

Mischi Matsahu, Director of Social Services, City Council of Nairobi

Richard Mandara, Dar-es Salaam City Council

Youth Speaker (representative from Youth Roundtable)

Session V
1100-1230

Regional/national experiences and innovative policies and programmes in tackling urban youth employment

Panel on youth entrepreneurship development

Richard Street, Youth Business International, UK

Roy Rajdhur, Umsobomvu Youth Fund, South Africa

Wamuyu Mahinda, Youth Business International, Kenya

M. N. Sanyal, Bharatiya Yuva Shakti Trust, India

Ernest Kakuwa, Commonwealth Youth Programme Africa Centre

Youth Speaker (representative from Youth Roundtable)

Afternoon:

Session VI
1400-1530

**Regional/national experiences and innovative policies
and programmes in tackling urban youth employment**

Panel: UNHABITAT - Good practices and lessons learned

Citywide Integrated Youth Development Centres
Elijah Agevi, Intermediate Technology Development Group, Citywide
Integrated Youth Development Centres
Stefano Montaccini, Companionship Works association

Youth employment and urban renewal
Rob Sinclair, UN-HABITAT

Municipal alliance with local civil society actors on urban youth
employment
Samantha Stern, Youth Development Network

Session VII
1530-1700

**Regional/national experiences and innovative policies
and programmes in tackling urban youth employment**

Panel: Creating youth employment in Kenya: Lessons learned

Fortunatus Okwiri, Programme Advisor, Expanded Opportunities
Programme, UNDP

Mr. Elijah Ochieng Achoch, Head of Employment Division, Ministry of
Labour and Human Resource Development in Kenya

Dr. Moses Ngware, Kenya Institute for Public Policy Research and
Analysis (KIPPRA)

Mr. Gathecha Kamau, Country Coordinator, YES Kenya

Youth Speaker (representative from Youth Roundtable)

24 June

Morning: Field Trip
0900-1230

- One Stop Youth Information and Resource Centre
- Youth Business International, Kenya project

Afternoon:

Session VII **Roundtable: Challenges of urban youth employment in Africa**
1400-1530

Chair: Magatte Wade

Invited Speakers:

Ambassador Nancy Kirui, Permanent Secretary, Ministry of Gender, Sports, Culture and Social Services

Eng. E.K. Mwangera, Permanent Secretary, Ministry of Housing and Public Works

Steve Miller, Secretary, Youth Employment Network

Session VIII **Conclusions and policy recommendations**
1530-1600

Chairman's conclusions and summary recommendations

ANNEX II

Objectives and Workplan of the Youth Roundtable

Overall purpose:

To provide action-oriented and participatory sessions with youth representatives, tackling some of the issues the expert group meeting will address and developing a “youth expert opinion” (recognizing the fact that those who go through the problem are experts of their own situation). This includes problem identification, tracking symptoms (indicators), recognizing obstacles, and identifying needs and potential solutions. This work will be presented, by either the facilitator or a youth representative, and discussed in the expert group meeting.

In short, get ready for a fun and thought-provoking roundtable that will bring out some of the very best ideas to be presented in this meeting!

Specific objectives of the youth roundtable include:

- To serve as a working youth forum to prepare contributions to the EGM, including work on showcasing youth employment initiatives and case studies.
- To contribute to UN-HABITAT’s programmes and outreach, for example the *Global Policy Dialogue on Youth, Children and Urban Governance*; *Safer Cities on Urban Youth at Risk in Africa*, and *UN-HABITAT and Youth Strategy for enhanced youth engagement*.
- To contribute to the review of the World Programme of Action on Youth (WPAY) of the 58th session of the General Assembly in Fall 2005, in which youth employment is a priority area (using of the *Making Commitments Matter* Toolkit).
- To support the work of the Youth Employment Network (YEN), including:
 - To strengthen commitments among African youth to work together on Youth Employment as a central development issue and a key to addressing the Millennium Development Goals including Poverty Reduction, in partnership with governments and multilateral institutions.
 - To empower a group of youth for engagement in employment policy-making, including the central involvement of youth organizations in the development of National Action Plans on Youth Employment.
 - To record groundwork recommendations regarding strategies for the effective mobilization of youth at the national, community and grass roots level, in support of NAPs in Africa, and possibly as a contribution to a planned YEN manual on youth participation the NAP process.

Work Plan of the Youth Roundtable

DAY 1 (full day youth roundtable)	
8:30 – 9:30	Meet in the lobby of the Holiday Inn (Mayfair Court) or at Gigiri Compound (for local participants). Transport to Gigiri and distribution of UN passes.
9:30 – 10:30	Introductions - team-building – review of roundtable objectives and work plan
10:30 – 11:30	Background information <ul style="list-style-type: none"> • Brief overview of UN Programme for Youth – DESA (Julie) • Brief overview of UN-HABITAT’s work with youth (Mutinta) • Overview of the work of the Youth Employment Network (Justin)
11:30 – 11:40	Break
11:40 - 12:45	Review of the Expert Group Meeting programme and main topics (Donald) Begin small group work on preparing for interventions (3 groups) <ul style="list-style-type: none"> • WG1 - Dimensions of urban youth employment (intro/general problems and problems specific to cities) • WG2 - Strategies, policies and good practices (macro-level thinking/PRSPs and local level solutions) • WG3 - Youth entrepreneurship development • WG4 - Elements of youth involvement in the NAP process
12:45 – 1:30	LUNCH
1:30 – 2:45	Regroup – start with Quote of the Day – any volunteers for other days? Continue small group work on preparing for interventions <ul style="list-style-type: none"> • WG1 Dimensions of urban youth employment • WG2 Strategies, policies & good practices • WG3 Youth entrepreneurship development
2:45 – 3:15	BREAK AND GROUP CHALLENGE
3:15 – 4:15	Continue small group work on preparing for interventions
4:15 – 5:15	Sharing the statements (as they are thus far) with everyone
5:15 – 5:45	Quick go-around on project showcasing
6:00 - onwards	Go back to hotel – Dinner Optional continuation of working groups in hotel rooms- as needed!

DAY 2 (EGM and some youth roundtable sessions)		
EGM SESSION	YOUTH PARTICIPATION	
<i>AM - Opening Session</i> <i>9:30 – 10:00</i>	Meet at hotel lobby at 8:45 a.m.	
Session I – 11:00 -12:30 Dimensions of urban youth employment	All youth present at EGM Delivery of WG1 (a) statement	
<i>PM</i>	All youth present at EGM	
Session II – 14:00-15:30 Dimensions of urban youth employment (continued)	Delivery of WG1 (b) statement	
Session III –15:30-17:00 Strategies and policies for urban youth employment (inc. PRSPs) Workshop: 17:15-18:45 Measuring youth employment	1-2 youth reps present at EGM Delivery of WG2 (a) statement	Youth Roundtable working session Setting up youth employment showcase
<i>Evening – Reception 19:00-20:30</i>	Please be by your showcased project to answer questions and share your experience!	WG2 and WG3 prepare as needed for next day EGM interventions

DAY 3 (EGM and some youth roundtable sessions)		
EGM SESSION	YOUTH PARTICIPATION	
<i>AM</i>	All youth present at EGM	
Session IV – 9:30 – 11:00 Good practices and lessons learned – innovative policies and programmes	Delivery of WG2 (b) statement	
Session V – 11:00 – 12:30 Panel on Youth Entrepreneurship	All youth present at EGM Delivery of WG3 statement	

<i>PM</i>		
Session VI - 14:00-15:30 Panel on UN-HABITAT's experience and lessons learned	1-2 youth reps present at EGM	Youth Roundtable working session Introduction to YEN's NAP process and youth advocacy workshop
Session VII – 15 :30-17 :00 Panel : Creating youth employment in Kenya – lessons learned	1-2 youth reps present at EGM	Youth Roundtable working session Fun and interactive session on youth advocacy and inclusion in decision- making (related to NAP process)
Evening		Free time!

DAY 4 (EGM and some youth roundtable sessions)		
EGM SESSION	YOUTH PARTICIPATION	
<i>AM</i>		
9:00 – 12:30 - Field Trip	All youth reps to participate	
<i>PM</i>		
Session VII – 14:00 – 15:30 Panel on challenges of urban youth employment in Africa	All youth reps to participate	Youth Roundtable working session Review of UN-HABITAT's youth engagement concept paper (UN-HABITAT's consultant)
Session VIII 15:30-16:00 Conclusion and recommendations	All youth reps to participate	
<i>Evening</i>		Youth Roundtable working session Review of EGM summary outcomes and prepare to meet with EGM chair

DAY 5 (full day youth roundtable)	
9:30 – 10:30	Meeting with the Chair of EGM – review outcomes and youth involvement
10:30 – 11:00	BREAK AND GROUP CHALLENGE
11:00 - 12:30	World Youth Report 2005 - an important year for youth and the UN General Assembly (Julie) Hands-on session with the “Making Commitments Matters” Toolkit (Julie)
12:30 – 1:30	LUNCH
1:30 – 3:30	More on YEN and initiatives in other countries (Justin) Exchange of ideas from meeting and experiences (all)
3:30 – 4:00	Evaluation (Julie)
4:00 –	Departures...

ANNEX III
List of Participants

Experts

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