



A Resource Directory for Lead countries of the Youth Employment Network

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Introduction

This Resource Directory is designed to guide Lead countries through the process of meeting their commitments¹ to youth employment at a national and global level, as well as to assist in strengthening the community of Lead countries.² It provides: information on joining the Youth Employment Network (YEN) and the commitments entailed; an overview of the process of formulating a National Action Plan on Youth Employment (NAP); developments/initiatives in each of the Lead countries; useful contacts, background documents and details on the structure and strategy of the Network.

The Directory has been produced in response to increasing demand from YEN Lead countries and interested countries which are seeking means to addressing their youth employment challenges. It begins with an overview of the Youth Employment Network, highlighting key achievements and future directions.

Section 1 informs interested countries on what it means to become a YEN Lead country, what is entailed in joining and the commitments on behalf of both the country and the YEN. It provides examples of how countries have fulfilled their commitments and suggests means by which to lead the way in fulfilling their obligations.

One of the Lead countries' more challenging commitments is the preparation of a NAP. Section 2 guides countries through the process of formulating a Plan, drawing on lessons learned from the numerous submissions to the UN Secretary-General's Report: *Global analysis and evaluation of National Action Plans on youth employment*.³ It builds on the initial *Guidance Note* prepared in response to resolution 57/165 on Promoting Youth Employment.⁴ It looks at the phases of development, from the preparation through to monitoring, evaluation and revision. Ways of addressing youth employment policy priorities identified and elaborated by the YEN's High-level Panel's Working groups⁵ are put forward in Section 2.1.1. A blueprint to guide the process of collecting, reviewing, assessing and implementing policies and programmes on youth employment as well as the drafting of the NAP is also included. Section 2.4 puts forward a technical support strategy for the formulation of NAPs for those countries which seek to develop their national capacity. Several useful tools/resources available to assist countries in this regard are outlined in Section 2.5.

Section 3 focuses on building partnerships among committed countries including both Lead countries and participating countries. A snapshot of activities in each of the Lead countries is presented in Section 3.1, contact details for the focal person in the YEN Secretariat and the country contact details. Section 3.2 suggests ways in which governments can engage with the YEN, politically, financially and/or technically to support the youth employment agenda.

Information about the Network's core Agency partners, the Youth Consultative Group and the YEN Secretariat, including contact information for focal persons in Lead countries, appears in Section 4. The numerous agencies, organisations, groups and associations who have interacted with the YEN on various levels to move the youth employment agenda forward are listed in this section along with their websites for further information.

¹ As laid out in UN General Assembly Resolution A57/165.

² The information appearing in this Directory may also be useful to countries exploring the possibility of becoming a Lead country of the YEN or any nation committed to providing opportunities for decent work for youth.

³ Report of the Secretary-General, July 2005. See Report on the YEN website www.ilo.org/yen

⁴ This document is available on the YEN website www.ilo.org/yen

⁵ Overview of these priority areas (4Es) appears in Annex 3.

YEN documents, referred to throughout the Directory, are available on the YEN website www.ilo.org/yen. These contain relevant information that will assist countries to meet their commitment to give their young citizens a real chance to find decent and productive work.

This Directory's modular format allows users to flip directly to the section of interest or relevance. Indeed each section can stand alone. Users are encouraged to reflect on the information provided, build on it and/or adapt it to their national circumstances. As this is a "living document", this Directory is expected to change in light of experience and comments. It is intended to be suggestive and to be used as a resource on possible approaches. It does not provide "the answers," which can emerge only as a result of analysis and dialogue at a country level.

YEN gratefully acknowledges the numerous Governments, including Canada, China, Finland, Germany, Hungary, Ireland, Netherlands, Portugal, Spain, Sweden and the UK, which have provided political, technical and/or financial support to the YEN. The financial support of Finland and Ireland and particularly Sweden, have sustained the core operations of the Network.

The Secretary-General's Youth Employment Network: An overview

The Youth Employment Network (YEN) was established in 2001 to give effect to the global commitment of “developing and implementing strategies that give young people everywhere a real chance to find decent and productive work”, resolved in the United Nations Millennium Declaration in 2000. A partnership formed by United Nations Secretary-General Kofi Annan, the ILO Director-General Juan Somavia and the former World Bank President James Wolfensohn, the YEN brings together policy-makers, employers’ and workers’ organisations, young people and other stakeholders to pool their skills, experience and knowledge to find new, durable policy and programme solutions to the youth employment challenge. By setting up the YEN, the UN Secretary-General has put in place a mechanism which underpins and supports all the Millennium Development goals.

The partnership draws its strength from a High-Level Panel of experts and practitioners, a growing group of Lead countries, a Youth Consultative Group and a range of active partner organisations. The YEN also remains the driving force behind the rapidly expanding number of countries who have prioritized youth employment through the formulation and implementation of National Action Plans on Youth Employment (NAPs).

YEN Strategy:

The key documents which lay out the YEN’s strategy include:

- *United Nations Note Verbale to all Members on the submission of National Action Plans on Youth Employment, 26 November 2004.*
- *United Nations General Assembly Resolution A/RES/57/165 (January 2003) on Promoting Youth Employment.*
- *United Nations General Assembly Resolution A/RES/58/133 (January 2004) on Policies and programmes involving youth (paragraphs 10, 11, 12, 16, 20)*
- *Report of the Secretary-General on Promoting Youth Employment A58/229, August 2003*

These documents are available at www.ilo.org/yen

In 2001, the UN Secretary-General appointed a High-level Panel (HLP) of twelve experts and practitioners on youth employment.⁶ The Panellists’ role has been to advise the heads of the UN, World Bank and ILO on youth employment policy as well as to mobilize opinion and action in favour of youth employment worldwide especially in developing countries where the majority of youth are struggling to overcome poverty in the informal economy. The YEN High-level Panel called upon countries to volunteer to take leadership in the process of preparing NAPs and to share their experiences in order to encourage others to do likewise. In order to assist countries in this process, the HLP Working Groups developed policy recommendations on youth employment focusing on four priorities:

- **Employability:** invest in education and vocational training for young people - and improve the impact of these investments;
- **Equal opportunities:** give all youth the same opportunities;
- **Entrepreneurship:** make it easier to start and run enterprises to provide more and better jobs for young women and men; and
- **Employment creation:** place employment creation at the centre of macro-economic policy.⁷

As of June 2006, nineteen countries had stepped forward to volunteer as Lead countries of the YEN, to share experiences and lead the way in formulating NAPs, while committing to the issue at highest political level: Azerbaijan, Brazil, Democratic Republic of the Congo, Ecuador, Egypt, Georgia,

⁶ Saifuddin Abdullah, Caesar Alierta, Ruth C. L. Cardoso, Hernando de Soto, Geeta Rao Gupta, Guy Ryder, Allan Larsson, Rick Little, Maria Livanos Cattai, Magatte Wade, Ralph Willis and Rosanna Wong.

⁷ For more information see High-Level Panel Recommendations (A56/442, September 2001) at www.ilo.org/yen

Indonesia, Islamic Republic of Iran, Jamaica, Mali, Namibia, Nigeria, Rwanda, Senegal, Sri Lanka, Syria, Turkey, Uganda and United Kingdom. Other countries have been supporting the YEN politically, technically and/or financially.

The YEN is promoting young people as assets - a catalyst for development. Consultations with young people are instrumental in the work of the YEN and must be an integral part of any national youth employment strategy. In 2004, a YEN Youth Consultative Group (YCG) was launched, comprising representatives of large international and regional youth organizations to provide advice and guidance to the work on youth employment.⁸ The YCG can support governments in the development of national youth consultative mechanisms to provide youth specific inputs and expertise into the policy-making process.⁹

Some key achievements of the YEN to date:

- Supporting the formulation of National Action Plans (NAP) on youth employment in Lead countries of the YEN, providing, through its core partner agencies, technical guidance, training and activities to build capacity for the development and/or implementation of Action Plans as recommended in UN General Assembly Resolutions A/RES/57/165 and A/RES/58/133. ;
- Supporting the expansion of Lead countries, which now stands at 19;
- Coordinating externally-funded project activities in support of Lead country initiatives;¹⁰
- Creating a constituency within the youth community, which has full and equal participation at the High Level Panel meetings through a standing Youth Consultative Group;
- Mobilizing youth groups in Lead countries, encouraging them to form networks and facilitating their introduction to Governments and UN Agency country offices to enhance their opportunities to become involved in national policy development processes;
- Developing and implementing youth participation mechanisms, such as conducting workshops to enhance the capacity of youth groups to participate effectively in the National Action Plan on youth employment process;
- Funding, leveraging and pooling resources for activities on youth employment undertaken by a wide-range of partners, including the core UN agency partners, youth organizations, social partners, and civil society;
- Developing and disseminating communications and advocacy products, to mobilize constituents internationally, as well as to support youth employment at national and local levels, ranging from YEN Newsletters to active participation in diverse fora.
- Facilitating the production of enhanced policy-oriented indicators on youth employment;¹¹
- Reinforcing linkages between youth employment and poverty reduction initiatives;
- Offering coordinated technical and strategic support to delegates from UN Member States as they negotiate and adopt resolutions on youth employment and draft reports in follow-up to these resolutions;

⁸ For more information on the YCG see www.ilo.org/public/english/employment/strat/yen/download/ycgtor.doc

⁹ For example, a number of Lead countries, including Sri Lanka, Brazil and Indonesia, have set up multi-stakeholder consultative mechanisms, which include youth and other partners, as vehicles to develop and implement their NAPs. The YCG is supporting a project in Egypt to strengthen the participation of youth organisations in the drafting and implementation of the country's Action Plan.

¹⁰ For example, BMZ funded projects implemented by the ILO and WB in Senegal and Sri Lanka.

¹¹ For example the Global Inventory of Best Practice in youth employment policies/programmes (conducted by the World Bank)

- Strengthening coherence between policy position and technical cooperation of the UN, the World Bank and the ILO; and

Future directions:

The YEN is a network of networks. The Secretariat responds to the requests of its core Agency partners, the High-Level Panel, Lead countries and others who seek assistance in creating decent work for youth. The Network is therefore flexible, evolving and constantly exploring different ways and areas of collaboration.

There is no magic bullet, no single “best practice” that can easily be replicated to solve the youth employment challenge. The Network promotes coherent approaches to youth employment, which integrate supply and demand-side strategies. The YEN combines a political strategy with the technical experience and implementation capacity of its partner organizations required to address the ongoing challenges of unemployment and underemployment of young people. The YEN can, therefore, play an important role in facilitating communication and information sharing, linking important initiatives and stakeholders, and fill a key international coordinating role in operationalising partnerships to tackle the challenges.

The process for developing Action Plans provides a framework for national consultations on youth employment and for setting priorities which have broad-based ownership, a prerequisite to sustainability. They also provide a tool for integrated and coherent approaches, ensuring action on all levels, from policy to programmes on the ground. The Secretary General’s *Global Analysis of National Action Plans* combined with the joint technical support of the ILO and the World Bank, lays the foundation for a peer partnership mechanism to enhance the development of policies to enhance the employment opportunities of young women and men.

As it more operational, areas of focus for the work of the YEN will be to assist countries in developing National Action Plans, to strengthen the capacity of partners in this process especially youth themselves, and increase the knowledge base and attention on the issue of collective security and youth employment.

Indeed youth employment can be successfully exploited as a consensus-building entry point to the broader development and collective security agenda. Just as it is commonly accepted that national approaches to security issues require regional and global approaches, likewise the YEN is working to increase recognition that social and employment policies require regional and global responses. Therefore youth employment should be seen not from a “target group” approach, but rather as the “starting point” for the broader development agenda.¹²

¹² One interesting concrete example of this approach is the YEN/UNOWA initiative in West Africa, which seeks to address the issue of youth employment and security in this region. This initiative came about as a response to the Recommendations of the United Nations Office for West Africa (UNOWA) report “Youth Unemployment and Regional Insecurity in West Africa”, www.un.org/unowa/unowa/studies/unemployment-insecurity.pdf

1. Becoming a YEN Lead country: How and why?

Many countries recognise the youth employment challenges at the national, regional and global level and are committed to addressing the challenges. One of the ways this can be done is to join the growing community of YEN Lead countries.

As invited by the YEN High-Level Panel in its policy recommendations in 2001, 19 countries¹³ have stepped forward to volunteer as YEN Lead countries: Azerbaijan, Brazil, Democratic Republic of the Congo, Ecuador, Egypt, Georgia, Indonesia, Islamic Republic of Iran, Jamaica, Mali, Namibia, Nigeria, Rwanda, Senegal, Sri Lanka, Syria, Turkey, Uganda and United Kingdom and many others have signalled their intent to follow suit.

As Lead countries these nations have committed to tackle youth employment challenges at the highest level. In exercising this commitment countries should prepare and implement a National Action Plan on youth employment (NAPs) and submit them to the UN for inclusion in an annual Global Analysis being produced by the YEN.¹⁴ Thirty-nine countries submitted NAPs or progress reports towards the development of an NAP to the first Global Analysis. More have been submitted since for consideration in the recommended annual review.¹⁵

1.1 Joining the Network

Countries prepared to make a commitment to young women and men and join the community of Lead countries can signal this intention with a letter from the Head of State or Government to the Secretary-General of the UN or the Director-General of the ILO.

Examples of such letters and responses are available on the YEN website:
<http://www.ilo.org/public/english/employment/strat/yen/leaders/index.htm>

The first 5 steps:

There are 5 basic steps to becoming a Lead country of the YEN and delivering on the commitments entailed in joining the Network. Each is outlined below, with references for more information.

1. Read and ensure an understanding of the commitments as laid out in Section 1.2, *Lead country commitments*).
2. Send the formal letter of request to become a Lead country from the Head of State or Government to the Secretary-General of the UN or the Director-General of the ILO. The importance of such a commitment being conveyed at the highest level is that it signals a sustainable national commitment. It also more easily generates the cross-ministerial support needed to make youth employment a development priority for the country.¹⁶

¹³ As of March 2006.

¹⁴ See in UN General Assembly Resolution A57/165 on the Yen website www.ilo.org/yen

¹⁵ Recommendation (g) of the Secretary –General’s Report *Global analysis and evaluation of National Action Plans on youth employment*, July 2005 A/60/133.

¹⁶ Examples of such letters are available at:
<http://www.ilo.org/public/english/employment/strat/yen/leaders/index.htm>

3. Seek advice and support from the YEN Secretariat, which can facilitate advisory assistance from the appropriate local field office of its core Agency partners (UN, WB and ILO) and other partners operational in the country.
4. Identify a focal point (key youth employment contact person(s)) and provide the YEN Secretariat with contact details. This will assist the coordination of activities.
5. Participate in Lead country meetings, coordinated by the YEN Secretariat and hosted by Lead countries themselves.

Once a country has taken these steps, the process of formulating your National Action Plan on Youth Employment (NAP) gets underway (see Section 2).¹⁷

1.2 Lead country commitments

The YEN has developed a set of guidelines that sets out 4 commitments undertaken by a country upon becoming a Lead country of the YEN.¹⁸

1. Confirm Government commitment at the highest political level to decent and productive work for young people (see subsection 1.1, *Joining the Network*)
2. Prepare a national review and action plan on youth employment (see Section 2, *Formulating a National Action Plan on Youth Employment*)
3. Contribute to international development cooperation in sharing national experience with other countries and with the international community (see Section 3, *Community of Lead countries: Building partnerships* and the *World Bank Global Inventory* in Section 2.3)
4. Contribute to a broader political process within the United Nations General Assembly in the overall framework of follow-up to the Millennium Declaration and within the ILO for a coherent and integrated international strategy on employment. For example, Lead countries may wish to support resolutions in the General Assembly on youth employment.

1.3 YEN commitments

The YEN is a network of networks. It seeks to engage and support – technically, financially and politically - the extensive community of partners and collaborators to create opportunities for decent and productive work for young women and men everywhere.

One of the core functions of the YEN is facilitating the formulation of National Action Plans (NAP) on youth employment in Lead countries of the YEN, in response to the Network's High-Level Panel's key policy recommendation on youth employment. This includes the provision of technical guidance, through the core Agency partners (ILO, UN, WB), training and activities to build capacity for the development and/or implementation of Action Plans.

Supporting the Community of Committed countries, including the expansion of Lead countries and the engagement of participating countries is paramount in the work of the YEN. The Secretariat focuses on funding, leveraging and pooling resources (including technical and political) for activities on youth employment undertaken by a wide-range of partners, including Lead countries, core Agency partners, youth organizations, social partners, and civil society.

¹⁷ For many countries the process has begun before formalising their Lead country status with the YEN.

¹⁸ Report of the Secretary-General, August 2003, Promoting Youth Employment, Annex II *Guidelines for Lead countries of the Youth Employment Network*, prepared by the YEN Secretariat in response to the call by the High-level Panel to invite Governments to volunteer to take the lead in preparing their action plans. A/58/229. See Section 5.2.

The YEN recognises the value of youth engagement in tackling youth employment challenges at all levels and is committed to promoting youth participation. The Network has institutionalised this commitment through the creation of a constituency within the youth community, which has full and equal participation at the High Level Panel meetings through a standing Youth Consultative Group. The Secretariat actively supports this commitment in a number of ways, including developing and implementing youth participation mechanisms; mobilizing youth groups in Lead countries, encouraging them to form networks and facilitating their introduction to Governments and UN Agency country offices to enhance their opportunities to become involved in national policy development processes; and conducting workshops to build the capacity of youth groups to participate effectively in the National Action Plan on youth employment process.

The Secretariat develops and disseminates communications and advocacy products to mobilize constituents internationally, as well as to support youth employment at national and local levels (ranging from YEN Newsletters, with greater partner and issues coverage to a comprehensive interactive website). The Network continues to expand and the range of partnerships has grown – Lead countries, multilateral partners, private sector engagement, youth groups, academic community, employers and workers representatives and civil society groups.

The YEN works with its core Agency partners to develop enhanced policy-oriented indicators on youth employment. These indicators both inform policies at national level and feed into the overall monitoring of the Millennium Development Goals, at national, regional and global levels.

The YEN promotes linkages between youth employment and poverty reduction initiatives such as Poverty Reduction Strategy papers (PRSPs). The commitment to creating decent work opportunities for young people is embedded in the Millennium Declaration; therefore youth employment should be addressed in poverty reduction strategies.

In summary, here are a number of ways Lead countries can benefit from the Network, including:

- Support in the formulation of National Action Plans (NAP) on youth employment through its core partner agencies by way of technical guidance as well as assistance to build capacity for the implementation of the plans;
- Gaining knowledge through a network for youth employment and a constituency within the youth community, which is given full and equal participation in the YEN through a standing Youth Consultative Group;
- Assistance in the development and implementation of youth participation mechanisms;
- Access to enhanced policy-oriented indicators on youth employment;
- Coordinated technical and strategic support to negotiate and adopt resolutions and decisions on youth employment, and draft reports in follow-up to these resolutions.
- Access to political platforms to showcase leadership in regional and international fora.
- Opportunity to become part of a community of countries that have joined together to share knowledge and experiences on the challenges/successes (see Section 3).

2. Formulating a National Action Plan on Youth Employment

The Secretary-General of the United Nations encourages Member States to prepare national reviews and action plans on youth employment, either integrated into their National Action Plans on employment or issued as separate documents. In doing so, countries should make full use of existing data and statistics and involve young people and youth organizations in this process, taking into account, inter alia, the commitments made by Member States in this regard, in particular those included in the World Programme of Action for Youth to the Year 2000 and Beyond¹⁹. These reviews and action plans or progress reports toward a NAP should be submitted to the Secretariat to be included in an annual review.²⁰

The High-level Panel (HLP) of the YEN reaffirms the central role of the National Action Plans for the implementation of the youth employment strategy. The preparations of these action plans provide a framework for a broad-based national dialogue on youth employment. They provide a mechanism for priority setting and resource allocation in the face of competing resources and should stimulate improved performance and learning by doing. The HLP urges the UN, the World Bank and the ILO to support the completion of the action plans by the Lead countries.

Over forty countries have prepared NAPs or progress reports towards a NAP and have submitted them to the United Nations for inclusion in the global analysis. A review of these submissions indicates that many countries require more detailed information on the process.²¹ It is important to keep in mind there is no single formula for formulating a NAP, but experience in a number of countries suggests that the following broad guidelines may be of assistance.²²

The process of formulating a NAP involves numerous steps under a number of stages: Preparation; Drafting; Redrafting and adoption; Implementation; Monitoring/Evaluation; Revision. Throughout the process, consultation with a wide range of actors is essential to maximise the potential for successful outcomes. National consultations should be broad, including youth, local level ministries, civil society representatives, employers' and workers' organisations and other stakeholders, as appropriate.

2.1 Preparation Phase

In order to initiate the process several activities need to be conducted in preparation for the drafting and implementation of an Action Plan.

1. **Identify the key stakeholders** – key government ministries (an inter-Ministry approach, including the Ministries of Finance, Planning, Education, Health and others); youth groups and civil society representatives which will facilitate the identification of grassroots needs and ensure that policies are grounded in local realities (see Section 4.3 on identifying and mobilising youth participation mechanisms); social partners (most representative employers' and workers' associations); legislative and academic inputs; YEN core Agency partners (UN,

¹⁹ See: <http://www.un.org/esa/socdev/unyin/ga60.htm> and <http://daccess-ods.un.org/TMP/5418358.html>

²⁰ Referring to resolution 57/165 of the General Assembly on Promoting Youth Employment, and paragraphs 10-12, 16 and 20 of resolution 58/133 of the General Assembly on Policies and programmes involving youth, Secretary-General of the UN, Note Verbale, DESA/DSPD/YEN/2004, November 2004, <http://www.ilo.org/public/english/employment/strat/yen/download/04note.pdf>

²¹ The YEN has produced a note providing general guidance on the preparation of NAPs (see Annex 2).

²² This section should be read in conjunction with the ILO's Guidelines for the preparation of National Action Plans on Youth Employment, forthcoming.

ILO and WB); other multilateral stakeholders and the development community, those providing technical as well as financial resources both actual and potential. Decide what level of “involvement” you expect from the stakeholders. Identify roles and responsibilities of the stakeholders and determine a structure and timetable for their engagement.

2. **Set up a National Youth Employment Committee** – NAP Secretariat and coordinating team which will liaise with all partners/stakeholders. Nominate a focal point in the lead Ministry and create a structure for the development and implementation of the NAP. There are a number of ways this can be done. See Box 1 on Uganda and Box 2 on Sri Lanka as examples of different approaches.
3. **Establish a NAP Task team** – a subset of the National Youth Employment Committee take the lead in the work on the development of the NAP, this might not just include the actual drafting but also the preparatory work of putting together all collected information and studies relevant for the NAP formulation etc.
4. **Set up a system to mobilize resources** – political, technical and financial - for NAP development. See Section 3.2 for more information.
5. **Identify the youth employment challenges** in your country (drawn from the 4Es or subsets thereof). Identify additional issues such as vulnerability (which youth are at greater risk?) the impact of ICT on the employability of youth as well as employment opportunities for young people and/or the relationship between youth employment and collective security and/or HIV/AIDS. This requires the collection and/or analysis of qualitative and quantitative information (see Section 2.2 for more on this)
6. **Appoint Working Groups to address the YEN’s 4 priority areas:** Employment creation; Entrepreneurship; Employability; and Equal opportunity (the 4Es) or subsets of the 4Es which are specific priority areas (see Section 2.2 and Box 2 on Sri Lanka, for an example).
7. **Review current and past policies and programmes** on youth employment and assess what has worked and what has not; identify gaps and priorities.
8. **Contact other Lead countries to gather more information**, lessons learned and good practice examples (see Section 6 for contact information). Assess their feasibility in your country. Contact the YEN Secretariat for information on the World Bank global inventory of good practices in interventions addressing youth employment (see Section 2.4 for more information on the global inventory).

For more information see *Global analysis and evaluation of National Action Plans on youth employment*, Report of the Secretary General, July 2005; *Guidance Note for the preparation of national reviews and action plans on youth employment*, both available at www.ilo.org/yen

Box 1: The National Action Plan process in Uganda

Step 1: Uganda had a number of policies in place that support youth employment and youth participation when they embarked on the process of formulating their NAP. These were reviewed to determine their relevance given their current youth employment challenges. As a result, their 2003 Poverty Eradication Action Plan (PEAP) was revised to include, among other things, young people as a vulnerable group in need of focused programmes and social protection. This could then guarantee budget allocation, prioritisation, and recognition of youth development as part of the Millennium Development Goals.

Step 2: (2003- 2005) The Ministry of Gender, Labour and Social Development (MGLSD) through its programme on children and youth promoted dialogue among all key stakeholders both within Government and civil society and among the youth within their respective representative structures both governmental and non governmental (inclusive of the community based structures and

organisations) with regard to addressing the problem of insufficient productive and sustainable job/employment opportunities for young people.

Step 3: Conference on youth employment organised by the MGLSD, GTZ, YEN and the ILO was held in June 2005 in Kampala. Over 80 invited participants included delegates from the Ministry of Education and Sports, the Ministry of Trade, Tourism and Industry, worker's representatives, employer organisations, the German Government, the World Bank, UNHABITAT, UNDP and young people themselves. The Conference was also attended by international experts from the ILO office for East Africa, the YEN Secretariat in Geneva, but also by governmental and youth representatives from Kenya and Rwanda. By the end of the two-day workshop, Uganda made a declaration to become a YEN Lead country and commit to drafting a National Action Plan on Youth Employment.

Step 4: This conference was followed by an official communication to the Director-General of the ILO by the Minister of Gender, Labour and Social Development requesting Lead country status. As a result of this communication the process to develop a NAP was begun.

Step 5: Towards the end of 2005 (November), ILO Director-General Juan Somavia officially confirms Uganda's acceptance into the YEN lead countries portfolio

Step 6: A National Task Force on Youth Employment was formed under the leadership of the MGLSD and involving a broad range of stakeholders including the National Youth Council, the Minister of Gender, the Minister of State for Children and Youth, the Department for Children and Youth, the Office of the President, National Planning Authority, The Ministry of Education, Employers and Workers organisations, Educational and Vocational Training institutions, youth groups, bilateral and multi-lateral partners including UNIDO and the World Bank, ILO, GTZ and the Hanns Seidel Stiftung.

Step 7: As well as convening monthly meetings the Task Force has set up a core team to coordinate the drafting and overall direction of the NAP whilst 6 subcommittees have been created to focus on specific priorities within the NAP: Access to finance for entrepreneurs, development of a Universal Vocational Qualifications Framework (UVQF), entrepreneurship development, livelihood generation through renewable energy technology, employment for vulnerable youth groups, particularly IDPs and the development of tele-centres as vehicles for the provision of labour market information services for youth.

Step 8: Youth participation in the Task Force and NAP process guaranteed through the structures and forums organised by the National Youth Council (NYC) and through a Parliamentary Network on youth employment created by Youth MPs.

Step 9: Final Draft of the NAP set for mid 2006.

2.1.1 Addressing the priorities: Employment creation; entrepreneurship; employability; equal opportunities

The Secretary-General's High-level Panel suggested that Governments may wish to structure their action plans in the framework of the four global priorities for a decent work strategy for young people:

- Employability: invest in education and vocational training for young people, and improve the impact of those investments;
- Equal opportunities: give all young people the same opportunities;
- Entrepreneurship: make it easier to start and run enterprises to provide more and better jobs for young women and men;
- Employment creation: place employment creation at the centre of macroeconomic policy.

The Panel also directed countries to consider additional issues, including but not limited to: (a) action in favour of youth in positions of vulnerability due to conflict or poverty, and (b) an inter-generational or life-cycle approach to youth employment and (c) the importance of information and communications technologies which offer “significant potential for welfare enhancement and employment generation among young people...”²³

2.2 Drafting – Consultation – Redrafting - Adoption Phase

Once a NAP governance structure is in place, relevant information collected and reviewed, the process of drafting can begin:

1. **Make general recommendations** on addressing the challenges, identifying priority areas within the 4Es. Technical support is available from YEN partners – ILO, WB and/or UN and other agencies, experts and practitioners.
2. **Discuss the recommendations with the stakeholders** identified through the NAP coordinating structure in various fora – workshops, meetings, roundtables... (make them interactive)
3. Working Groups are formed, including relevant stakeholders, who are tasked with **drafting policy recommendations**. Set up a continuous consultation on these.
4. **Draft a NAP** that incorporates the challenges identified and the policy recommendations proposed to address them. The Plan should aim to coordinate and consolidate the recommendations. Share the draft widely, incorporate the feedback as appropriate.
5. **Secure high-level sign-off** on the NAP such as Presidential Decree or a Bill passed by Parliament. Embed the NAP into PRSPs and/or other national development agendas (such as CCA/UNFAFs) and into the national budget.
6. **Develop a long term proposal**, building on the recommendations of the NAP and based on best practice examples identified (see Section 2.5 for information on the tools/resources that may be of assistance).

Box 2: Incorporating the 4E's: NAP process in Sri Lanka

Step 1: Appointment of four working groups, consisting of experts from the government, donor agencies, NGO's, private sector as well as civil society, to advise the YEN secretariat on the formulation of the NAP in the areas of employment creation, employability, entrepreneurship and equal opportunities

Step 2: Monthly in-depth discussions with working group members on earlier studies/ reports on youth employment in Sri Lanka as well as discussion of best practice and project examples; documentation of all meetings

Step 3: Commissioning of issue papers on themes relevant to the NAP formulation; the issue papers are designed to bring together existing information on critical issues in relation to youth employment and to form the basis for the development of the NAP

Step 4: Backstopping and guiding all consultants (through regular interaction in forms of in-house meetings as well as feed-back sessions with working group members); provision of guidance to be

²³ See *Towards a Global Alliance for Youth Employment – the next five steps*, Recommendations on policy and process 2003-2005 of the Second Meeting of the High Level Panel of the Secretary-General's Youth Employment Network at www.ilo.org/yen

youth specific in the analysis and to outline not only project ideas as such, but implementation strategies as well

Step 5: Setting-up of a drafting committee to commence work on putting together all collected information and studies relevant for the NAP formulation

Step 6: Regular information sharing and lobbying for YEN at the political level; this is an especially daunting task in the Sri Lankan context in view of the frequent political changes and the large number of ministries and sub-units responsible for youth employment issues

Step 7: Meetings and discussion with youth to prepare for the youth consultation process (to be started once a first draft document of the NAP is available by end of February 2006)

Step 8: Series of in-house workshops to finalize a first draft of the NAP, incorporating relevant recommendations of the conducted studies as well as other policy and evaluation documents

Step 9: Sharing of draft NAP and discussions with relevant policy makers on suitable strategies for submission to parliament

Step 10: Design and implementation of youth consultation process through youth and youth organizations such as the Sri Lanka Youth Parliament

Step 11: Presentation of NAP at National Conference and Submission of NAP to parliament (planned for June/ July 2006)

Step 12: Start of selected pilot project activities on youth employment based on recommendations outlined in the NAP (planned for June – December 2006)

2.3 Implementation–Monitoring- Evaluation and Revision Phase

The process does not end when the Action Plan is drafted and adopted. The Plan has to be put into practice so that the goals set can be met and surpassed.

1. **Design and implement programmes/projects** - putting the policies into practice, drawing on best practices shared through the partnership of Lead countries (see Section 3).
2. **Combine national funding with funding proposals** to mobilise resources from international and bilateral agencies, as necessary, to facilitate the implementation phase.
3. **Monitor and evaluate the impact of the policies and programmes implemented.** Identify gaps, problems, weaknesses and revise accordingly; this is a continuous process.

Section on establishing benchmarks forthcoming

You may wish to consider the following blueprint to both guide the process of collecting, reviewing, assessing and implementing the policies and programmes on youth employment and drafting your NAP. These topic headings are neither prescriptive nor exhaustive. Other resources, notably the ILO Guidelines and World Bank documentation will flesh out the headings below.

Drafting a National Action Plan on Youth Employment: A blueprint

I. Background

National youth employment challenges

- youth unemployment rate (by gender and other variables as appropriate); compared with adult rate; over time
- underemployment data: involuntary part-time employees, temporary (short-term) workers or in work of inadequate productivity
- the number of youth working in the informal economy (including the quality of the work)
- evidence of the extent of youth involvement in hazardous forms of work other relevant challenges (HIV/AIDS; collective security; discrimination; ICT...)

Factors affecting the youth employment challenges identified

- Demand side factors
- Supply side factors
- Factors affecting availability of and access to labour market information and services

II. Review of current policies and programmes implemented to address the factors

- Short-Term Measures
- Mid-to-long term measures

Assessment of policies and programmes

- Identify what works and what doesn't and why
- What needs to be scaled up or scaled down

III. Overview of the measures needed to promote youth employment

- How to address what is not working
- Identifying the gaps in policies and programmes

IV. Measures to promote youth employment (including the 4Es)

Demand side issues

- Employment creation
- Entrepreneurship
- Equal opportunities (discrimination and exclusion)

Supply side issues

- Employability
 - Education and training (including entrepreneurial training and core skills)
 - Work experience
 - Mismatch between skills/education and labour market requirements
- Equal opportunities

Bridging supply and demand: Labour market information and services

- Adequate labour market information
 - Vocational guidance and counselling
 - Job placement mechanisms
-

2.4 Tools/resources

Numerous resources are available to assist countries in the formulation of their NAP as well as their review, revision, design and/or implementation of policies and programmes. These include:

Improving prospects for young women and men in the world of work: A Guide to Youth Employment (ILO, 2004) looks at basic considerations, trade-offs and experiences that can be drawn upon to develop and implement policies, including NAPs.

<http://www.ilo.org/public/english/employment/strat/yen/download/guidelines.pdf>

Children and Youth: A Framework for Action (WB, 2005) (summary document) and *Children and Youth: A Resource Guide for World Bank Staff* (WB, 2005) (case studies and recommendations). These two resources build on the work of the Bank and its partners to propose a Framework for Action to intensify the focus on children and youth as a key strategy for poverty development and human development. (both documents are available on the World Bank website)

Making Commitments Matter: A toolkit for young people to evaluate national youth policy (UNDESA, 2004) is meant for national youth organizations and/or representatives working with youth. It can be used to: Assess your country's progress in reaching the WPAY goals; Prioritize your organization's work, based on your findings; Initiate actions at the national level. <http://www.un.org/esa/socdev/unyin/untoolkit.htm>

Global inventory of interventions to support young workers undertakes to assemble an inventory of policies and interventions designed to integrate young people into the labor market. The design of the outputs will make this knowledge accessible to policy-makers and others concerned about youth employment. This WB project is being undertaken under the auspices of the Youth Employment Network. It is being financially supported by the German Government and will be available mid 2006.

School to work transition survey, measures the realities of young people's experience as they enter the labour market. The survey allows countries to quantify the number of young people who successfully made the transition from school to work and are in a job that is both satisfactory and meets the demands for job security; the number of young people who are unemployed or employed in a job that is temporary or unsatisfactory; and the number of young people who remain in school or are outside of the labour market. The survey is designed to capture the experiences of females and males from five target groups: in-school youth, jobseekers, young employees, young self-employed and own-account workers, youth who are neither in school nor in the labour market, and employers and managers of young people. (ILO) <http://www.ilo.org/public/english/employment/yett/swts.htm>

Global Employment Trends for Youth, (ILO 2004). This report, the first in a series, defines the problems youth face in today's labour markets and analyses the labour market trends of young people. It offers a concise picture of where decent work opportunities for young people are most needed around the world. The 2006 Global Employment Trends for Youth will be available later in the year (check website). The report is available on <http://www.ilo.org/public/english/employment/strat/stratprod.htm>

International Labour Standards relevant to work and young persons: www.ilo.org/youth

Numerous other resources prepared by a range of YEN partners/collaborators (see Section 4.5 for a list) are also available. Please refer to the YEN website under Resources to view a range of these: <http://www.ilo.org/public/english/employment/strat/yen/resource/index.htm>

3. Community of committed countries: Building partnerships

Many countries are committed to tackling youth employment challenges at the national, regional and global levels. They have expressed this commitment in a number of ways. Section 3.1 looks at those nations which have volunteered to become Lead countries of the YEN while Section 3.2 addresses ways other countries have expressed support.

3.1 Lead countries

As a YEN Lead country, governments and other policymakers and practitioners have committed to actively share national experiences with each other and with the international community, in order to establish best practice. Indeed, most of the Lead countries came together for the first time, at ministerial level, under the auspices of the Draeger Foundation, during a major Symposium on Youth Employment held in Germany in October 2004 and then again during the UN General Assembly in New York in October 2005, hosted by the Mission of Jamaica (see the Jamaica country snapshot for an overview of this event).

Nineteen countries²⁴ have stepped forward to volunteer as Lead countries of the YEN to **share experiences**, and lead the way in **formulating National Action Plans** on youth employment, while **committing to the issue at highest political level**:

Azerbaijan	Iran	Sri Lanka
Brazil	Jamaica	Syria
DR of the Congo	Mali	Turkey*
Ecuador	Namibia	Uganda
Egypt	Nigeria	United Kingdom
Georgia*	Rwanda	
Indonesia	Senegal	

Many more countries have expressed interest in following suit.

Snapshots of some of the recent initiatives of each of these countries are presented here. For more information about any of these initiatives, contact details for the government and YEN Secretariat focal persons appear at the end of each country overview. (A complete list of relevant contact persons is available in Section 6). YEN Newsletters provide updates on Lead country initiatives; see Section 5.1 for the most recent newsletter. Newsletters are available at <http://www.ilo.org/public/english/employment/strat/yen/index.htm>

²⁴ As of March 2006.

* Georgia and Turkey have just signalled their intent to become Lead countries of the Network, therefore country initiatives have not been included for these two countries. See the YEN newsletters for updates on these (and other) Lead country developments. <http://www.ilo.org/public/english/employment/strat/yen/index.htm>

Azerbaijan

YEN Lead country since February 2003

Youth employment is a pressing issue in Azerbaijan where two-thirds of the population are younger than 35 years, accounting for 61 per cent of the country's total number of unemployed.

In 2003 the President of Azerbaijan, His Excellency Ilham Aliyev, promised to respond to the unemployment challenge in his country through a massive job creation scheme, which aims to create 600,000 new jobs in 5 years. To address the specific aspects of this youth employment challenge and in order to develop strategies to meet the President's targets, the Government of Azerbaijan volunteered to be a Lead country of the UN Secretary General's Youth Employment Network (YEN) in 2003.

Recognizing the need for a comprehensive employment policy to achieve these aims, the Government of Azerbaijan established an Inter-Ministerial Employment Committee in 2003 with the aim of developing a National Employment Strategy (NES) based on a process of broad consultation with key stakeholders. The ILO was involved in the preparation of this NES which was completed in 2004. The strategy includes two operational components, a National Action Plan on Employment (NAPE) and National Action Plan on Youth Employment (NAPYE)²⁵, the latter is an integrated part of the NAPE. The Azerbaijani Ministry of Labour submitted a progress report, on behalf of the Government, setting out efforts toward the development its NAPYE to the UN on 1 April 2005.

Late October 2005 saw President Ilham Aliyev sign the country's National Employment Strategy. The approval of this Strategy opens the door for a National Employment Forum to bring together stakeholders including Government ministries, civil society groups, including youth organisations, worker and employer representatives and international organisations in order to agree on an implementation strategy for a combined National Action Plan on (Youth) Employment. This meeting will enable Azerbaijan to share its experience in developing employment policy both regionally and internationally as well as showcasing best practices in securing more and better jobs for Azeri youth.

A group of Youth NGOs and other civil society organisations, led by the National Assembly of Youth Organizations of the Republic of Azerbaijan (NAYORA), formed a Youth Employment Coalition of Azerbaijan (YECA), which is working with the Government, including the Ministries of Labour, Education and Youth, worker and employer organizations and other stakeholders to provide youth inputs into the country's NAPYE. The YEN is exploring mechanisms for involving this youth coalition more substantively in the implementation phase of the Plan.

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²⁵ As called for by UN General Assembly A/RES/57/165 (December 2002) on Promoting Youth Employment

Brazil

YEN Lead country since September 2003

The youth unemployment rate in Brazil is close to 18 per cent, almost three times the adult unemployment rate. The youth transition process, including that of youth unemployment, largely reflects larger labour market trends – the large informality of the labour market; the growing skills-wage gap between workers in the formal-informal economy; and declining incomes of informal workers.²⁶

The Brazilian Minister of Labour announced Brazil's commitment to volunteer as a Lead country of the YEN at a special seminar on youth employment, organized by the government of Brazil (with the support of the ILO) in Salvador, Brazil, 24th September 2003. He undertook to showcase Brazilian efforts on youth employment within the framework of the Government's *Primeiro Emprego* (First Employment) programme.

Launched by President Lula in June 2003, *Primeiro Emprego* aims to create 260,000 jobs for youths aged 16 to 24, and to benefit at least 600,000 with vocational training courses and assistance in setting up micro-businesses or co-operatives. The two-year plan establishes special government assistance for small businesses, as well as support for employers who create jobs for people in that age group.

Within the framework of the YEN, the ILO and the World Bank are jointly supporting *Primeiro Emprego* through a range of activities:

- As a follow up to the Salvador event, a meeting in Brasilia in October 2004, hosted by the new Brazilian Minister of State for Labour and Employment, Mr. Ricardo Berzoini, brought together relevant stakeholders (including workers and employers representatives, youth organisations, NGO's, academia, government ministries and multilateral institutions). The government committed to involve young people more consistently in the development and implementation of *Primeiro Emprego* and other youth employment policies/programmes.
- The meeting saw the launch of a YEN-Brazil Youth Advisory Committee - a mechanism to provide youth input into the *Primeiro Emprego*. In partnership with the Brazilian Ministry of Labour, the Committee is creating a communications network for youth, a training plan for capacity building of local-level youth organisations to participate in decision-making and a pilot initiative at the municipal level to create 'champion' mayors for youth employment.
- The Committee, the Brazilian Government and the YEN held a joint workshop during the World Social Forum (January 2005) in Porto Alegre to highlight the role of entrepreneurship in the achievement of the *Primeiro Emprego* goals. The meeting also saw the launch of a YEN-Brazil website which the youth committee has helped create.
- Brazil submitted a National Action Plan on youth employment to the United Nations in February 2005.²⁷

²⁶ C. Fawcett, 2002: *Latin American youth in transition: A policy paper on youth unemployment in Latin America and the Caribbean*, School of International Service, American University, Sustainable Development Department, Social Development Division, Labor Markets Policy Briefs Series, Inter-American Development Bank, p. 1.

²⁷ This Plan has been incorporated into a recent report of UN Secretary-General on youth employment, "Global analysis and evaluation of National Action Plans on youth employment" [A/60/133, August 2005].

Other developments:

Consórcios Sociais da Juventud: The Ministry of Labour, the Government's *Primeiro Emprego* Team, the World Bank and the ILO brought together more than 60 NGOs from six metropolitan areas to build a common training and placement plan for the most disadvantaged youth in the region, with priority to Afro-Brazilians, youth with disabilities, young women, rural workers and indigenous youth.

ILO Quilombos project: The ILO is developing an employability programme to support vocational training and job creation schemes targeting young black women and men from 5 *Quilombos*, communities that represent members of the slave communities from the colonial period. Living primarily from subsistence agriculture and fishing, they have largely remained marginalized from the larger society, are extremely poor, and have had little or no access to health, education, land regularization or other services.

Ethos Institute on Social Responsibility, with the institutional support of the ILO, has launched a national campaign for the promotion of apprenticeships. This campaign calls on national entrepreneurs to implement the provisions of the Apprenticeship Law, as a means of fostering employability and/or employment. Using this as an entry point, this collaboration is now being broadened to support a national campaign on decent work and the MDGs.

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Democratic Republic of Congo

YEN Lead country since May 2005

Congolese youth currently represent more than sixty percent of the total population.

The Democratic Republic of Congo joined the YEN in May 2005 following a letter from his Excellency President Joseph Kabila to UN Secretary-General Kofi Annan requesting Lead country status. The President stressed the need to focus on young people as a central catalyst in overcoming civil conflict in the DRC, citing their energy and contribution as essential in the country's struggle against poverty.

The letter from President Kabila was the culmination of a national awareness-raising campaign led by YWCA-Congo²⁸ on the issue of youth employment and the YEN. YWCA-Congo's activities included articles on YWCA-Congo's efforts to push for the development of a National Action Plan on youth employment in the weekly newspaper *La Richesse Société* and *Enfant & Société*, the quarterly magazine of the Centre Congolais de L'Enfant et de las Famille (CCEF).

Following acceptance of the DRC as a Lead county, and under the co-ordination of YWCA-Congo, a YEN-DRC National Committee was formed in partnership with the Ministry of Employment and Social Welfare and the ILO office in Kinshasa. The Committee is responsible for bringing stakeholders together to prepare a framework for the development of a National Action Plan on youth employment, including the specific identification of youth and civil society organisations working on the issue of youth employment.

The Committee is also tasked with starting pilot projects focused on the creation of decent employment opportunities for youth in line with the priorities and recommendations of the YEN's High-level Panel and has already prepared a number of proposals.

The YEN-DRC National Committee, under the leadership of Alice Mirimo Kabetsi, held a National Workshop on youth employment in December 2005 to determine inputs to, and develop a strategic plan for the implementation of a NAP for the DRC. This meeting was held in partnership with the Congolese government and representatives of the ILO, UNDP, and World Bank offices in the country. The YEN-DRC committee is currently seeking support from international organizations and donor committees with regard to NAP development and implementation.

<p>Key contacts:</p> <p>Alice Mirimo President, YWCA Congo 38, Av. Kasa-Vubu, Commune de Kasa-Vubu, Ville de Kinshasa République Démocratique du Congo B.P: 2147 Kin 1 Tél.: (+243) 0815040783-0999929463 Fax : (+243) 139 4341 Email: comiteyenrdc@yahoo.fr Group mail : yendrc@takingitglobal.org alice_mirimo@yahoo.fr</p>	<p>YEN Secretariat: Mr. Justin Sykes sykes@ilo.org ILO 4, Rte de Morillons Ch-1211 Geneva 22 Tel: +41 22 799 74 54 Fax: +41 22 799 76 78</p>
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²⁸ The YWCA are a member organisation of the YEN's Youth Consultative Group

Ecuador

YEN Lead country since July 2005

Ecuador's youth unemployment rate was over 21 per cent, an increase of 7 per cent from 2001; the male youth unemployment has almost doubled during this time period.²⁹

Ecuador declared its intention to become a Lead country of the YEN through a letter from his Excellency President Alfredo Palacio to ILO Director-General Juan Somavia in July 2005.

A National Conference on Youth Employment Policies was held in Quito in November, with ILO Regional Office participation. The Conference gathered together stakeholders to stimulate inputs for the formation of a National Action Plan on youth employment.

A Commission of the Labour Ministry has met several times with ILO experts to focus both on NAP content and on identifying strategic alliances with social partners, government agencies concerned with youth employment and peer partnerships already underway with regional neighbours, such as Mexico and Peru. Priorities identified include: employability and entrepreneurship; labour market insertion, indicators of the labour market and strengthening the employment services that match supply and demand.

The aim is to produce a first draft of the NAP in May 2006 to be followed by a broad awareness-raising among stakeholders.

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²⁹ ILO 2005, Key Indicators of the Labour Market (KILM), 4th edition. Figures for 2003; latest figures available.

Egypt

YEN Lead country since March 2003

With youth unemployment rate at almost 28 per cent and female youth unemployment rate over 51 per cent, Egypt faces serious youth employment challenges.³⁰ The Ministry of Youth requested to become a Lead country as a step towards addressing these challenges. Youth unemployment and underemployment is considered by Egyptian authorities a central development challenge to be tackled as a matter of urgency. The President has fixed a target; the creation of 4.5 million jobs during the next six years.

Having become one of the first Lead Counties of the Youth Employment Network (YEN) in 2003, Egypt committed to take leadership on this issue through the development of a National Action Plan (NAP) on Youth Employment. Following a series of meetings with different stakeholders (ministries, employers' and workers' organizations, academic institutions, and some civil society and youth groups), and through active collaboration with ILO's Sub Regional Office for North Africa in Cairo, the Ministry of Manpower and Migration (MOMM) produced a first draft of a National Action Plan on Youth Employment in October 2005. This draft identifies the different stakeholders and their fields of competence but does not elaborate on a complete strategy or a process for its implementation.

In February 2006 a Capacity Building Workshop for youth organisations on Youth Employment was organised by the GTZ, YEN and ILO, under the auspices of the Minister of Manpower and Migration. This workshop discussed the draft NAP and formulated various recommendations. It highlighted, in particular, the need to broaden participation in the NAP's drafting process and implementation strategy to a wider range of stakeholders, including youth.

The outcome of this meeting included a commitment by the Minister of Manpower and Migration to lead the formation of a National Action Plan Steering Committee (NAP-SC) as done in a number of other Lead countries, under the leadership of the MOMM and involving all key national stakeholders, including the private sector and youth as the inter-institutional mechanism to finalise and implement the NAP

The YEN Secretariat will be providing ongoing support in this regard through assisting the government and other national and international stakeholders to put in place mechanisms for the refinement and implementation of the NAP in order to strengthen sustainability as well as provide support for greater youth engagement in the NAP process.

³⁰ ILO 2005, Key Indicators of the Labour Market (KILM), 4th edition. (figures are for 2001; latest figures available).

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Indonesia

YEN Lead country since March 2002

In 2003, the share of underutilized (unemployed and underemployed) youth in the labour force and the share of untapped (neither in education nor in the labour force) youth in the total youth population was 52.7 per cent and 19.5 per cent, respectively. In the post-tsunami period, the youth employment situation has deteriorated.³¹

Indonesia became the first Lead country in March 2002. The Coordinating Minister of Economic Affairs in Indonesia established an Indonesian Youth Employment Network (I-YEN), under whose direction a National Youth Employment Action Plan for Indonesia (I-YEAP) was drafted (multi-stakeholder approach: 6 ministries, social partners, academia, civil society, and youth) and launched in 2004.

Feeding into the drafting process were the findings of two ILO activities: a series of *Youth for Youth* consultations held in November/December and a school-to-work transition survey carried out in 2003. The youth consultations, covering 3 provinces, allowed more than 400 young Indonesians to express their views and to get actively involved in the Indonesia-YEN (I-YEN). A *school-to-work transition survey* was conducted by the Ministry of Manpower and Transmigration (MoMT) with the support of the ILO. The key findings led to a *Career Guidance Manual* for use by secondary and technical schools in pilot regions and a Pocket Guide for Youth seeking work.

The IYEN Network Coordinating Team is piloting an "advocacy and awareness-raising" programme in East Java province. Workshops will be convened to get inputs from district level representatives on the I-YEAP for provincial youth employment strategy.

The IYEN is conscious that special measures are needed to ensure that young people, and in particular young women, are provided with sufficient opportunity to participate and contribute to the implementation phase of the IYEAP (2005-2006). To determine the best methods for youth participation, the ILO seeks to conduct a 'mapping exercise' with youth to better understand the range of Indonesian youth NGOs and their focus and capacities in relation to employment issues. The mapping exercise would lead to a National Consultation on Youth Employment, which would determine a role and process for involving youth groups in the implementation and review of the IYEAP. Youth participation strategies for Indonesia were discussed in a workshop in Bali, Indonesia in May 2005.

Indonesian Vice President H.E. Hamzah Haz and the Coordinating Minister for Economic Affairs launched the nation's Youth Employment Action Plan (I-YEAP) on International Youth Day (12 August, 2004). The launch was followed by an interactive dialogue at the Coordinating Ministry involving the Minister, Indonesian Youth Employment Network (I-YEN) leaders, the ILO and many young Indonesians (from schools, universities and youth and volunteer organizations).

The Indonesian Government formally submitted its I-YEAP to the UN in February 2005. Youth employment strategies are being developed, linking the I-YEAP to activities at the provincial level.

³¹ Ministry of Manpower and Transmigration of the Republic of Indonesia, *Unlocking the Potential of Youth: Indonesia Youth Employment Action Plan, 2004-2005*, An initiative of the Indonesia Youth Employment Network.

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Iran

YEN Lead country since January 2004

70 per cent of the Islamic Republic of Iran's population is under the age 30. The average youth population growth rate for the period 1996-2006 is estimated at 3.68 per cent, approximately 2.3 times the average total population growth rate (1.2 per cent).³²

Iran became a Lead country in 2004 following a meeting between an Iranian government delegation and the YEN Secretariat brokered by Iranian youth. Iranian youth have also been active in helping organise meetings with Government agencies and civil society groups in subsequent follow-up missions to Iran.

Following a joint YEN/ILO mission to Iran in December 2004 a process has been initiated for the development of Iran's National Action Plan on youth employment coordinated by the Iran National Youth Organisation (NYOIR) and the Ministry of Labour, with the support of the ILO, the World Bank and the UNDP country office. NYOIR has formulated a national strategy on youth employment and ICT to be embedded into a Ministry of Labour led national strategy focussing on the provision of vocational training and education for highly educated youth, particularly in the fields of ICT, engineering and medicine. Linked to this initiative the Ministry of Labour is providing micro finance support for highly educated youth - helping them create businesses in the agricultural sector.

Iran is an ILO Decent Work Country Programme and has placed this initiative at the centre of government policy, allocating a significant budget to their priority focus of formalising the informal economy in Iran. In addition, the ILO Employment Sector's School-to-Work Transition Survey was conducted; the report of the results will be available mid 2006.

<p>Key contacts:</p> <p>Mr. Jaafar Satvaty, Director, Department for International Affairs, Iranian National Youth Organisation (NYOIR) Sayeh str. No. 77, Afriqa Ave., Teheran, IRAN. dja@nyoir.org Tel: / Fax: (9821) 2010492</p> <p>Mr. Hassan Hefdahtan, Director-General, International Relations Department, Ministry of Labour Behboudi st, Azadi Ave, Teheran, Iran intl@irimlsa.org Tel: (00 98) 21 693 5557 Fax: (00 98) 21 693 8338</p>	<p>YEN Secretariat: Ms. Regina Monticone monticone@ilo.org 4, Rte de Morillons Ch-1211 Geneva 22 Tel: +41 22 799 68 19 Fax: +41 22 799 76 78</p>
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³² Department of International Affairs, October 2004, Islamic Republic of Iran Presidency National Youth organisation, Youth Employment in Islamic Republic of Iran

Jamaica

YEN Lead country since August 2005

Jamaica's youth unemployment rate stands at 26.4 per cent, over 2.5 times as high as the adult rate. The female youth unemployment rate is over 5 per cent higher than the male youth rate.³³

September 2005 saw the launch of the Youth Employment Network of Jamaica (J-YEN) after the formal signature of a Memorandum of Understanding between the President of the Jamaica Employers' Federation (JEF), the President of the Jamaica Confederation of Trade Unions (JCTU) and the Minister of Labour and Social Security. This MOU recognizes the mutual interest of the Jamaica Employers' Federation and 23 major stakeholders, including youth, who have partnered with JEF to champion the cause of youth employment in Jamaica. The partnership represents a multi-stakeholder approach to addressing the issue.

The JEF Secretariat is coordinating the work of four working groups set up to research best practices and interventions on the YEN's 4 E's (*Employability, Equal opportunity, Employment creation and Entrepreneurship*). The findings of these working groups will inform the process of developing and implementing a National Action Plan on youth employment for Jamaica. The JEF provides secretariat, technical, and other incubatory support to the J-YEN.

In direct follow up to becoming a Lead country, Jamaica's Ambassador to the UN hosted a meeting of YEN Lead countries (and like-minded countries) in New York during the 60th session of the United Nations General Assembly. Delegates were primarily Permanent Mission Staff to the United Nations from various countries, thereby linking Foreign Ministry representatives into the youth employment issue.

As the profiled YEN Lead country, the Jamaica Youth Employment Network (JYEN) was invited to lead the discussion on the Network in Jamaica. Ms. M^sKoy, the Programme Co-ordinator, informed delegates that the mode of initiation and implementation of the JYEN is unlike that of the other YEN Lead countries which came into being primarily by government establishment, or concerns raised by young people. The JYEN is an initiative of the Jamaica Employers' Federation (JEF), the sole employer organization in Jamaica, which has promoted youth employment programmes and initiatives in its bid to ensure that the young people who enter the workforce are employees of choice and that aspiring and young entrepreneurs will become employers of choice.

Having identified the need for a collaborative mechanism to address the issue of youth employment in Jamaica, the JEF consulted relevant stakeholders. A formal commitment was received from the government by way of a letter by the Most Honourable Percival J. Patterson, Prime Minister of Jamaica to the United Nations Secretary General Kofi Annan and International Labour Organization Director General Juan Somavia; the establishment of a Steering Committee; the election of an Executive; the establishment of four sub-committees based on the YEN priority areas; and the launch of the JYEN on 20 September 2005.

³³ ILO 2005, Key Indicators of the Labour Market (KILM), 4th edition. (figures are for 2003; latest figures available).

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Mali

YEN Lead country since March 2004

Thirty percent of Mali's youth are not in education or employment; 41 per cent of the female youth population and 19 per cent of young males. Of youth who are working, over 80% are working in the informal sector; 95% of those living in "slum areas".³⁴

Following a letter from President Amadou Toumani Toure of Mali (March 2004) informing UN Secretary-General Kofi Annan of the creation of a national agency for the Promotion of Youth Employment, the country was welcomed as a Lead country of the YEN. For the last few years, the Government of Mali has placed youth employment at the centre of its national development policies.

Building on these developments the National Agency for the Employment of Youth (APEJ) in partnership with the Ministry of Human Resources and the international recruitment organisation, Africsearch, supported by the ILO, held Mali's first recruitment fair, *Mali Talents*, in Bamako, 10 -11 Mali 2005, at the Palais des Congrès. The event enabled young graduates and executives from leading Malian companies to meet and discuss professional development and career opportunities.

YEN partners AFRICATIP (Association Régionale des Agences d'Exécution des Travaux d'Intérêt Public), a regional network of 15 national agencies that manage labour intensive public works programmes (AGETIP), convened a meeting in Bamako, Mali in February 2005. AGETIPs, the first which was developed in Senegal, are geared toward working with urban authorities in labour-intensive development. The meeting convened 60 participants from 15 African countries and experts from the YEN Network, bringing together international, regional and national actors. They explored strategies to better promote youth employment in the various AGETIP programmes and evaluated components such as training and more specific beneficiary targeting to infuse their job creation with a more integrated, long term and durable perspective. In many countries, these targeted programmes are instrumental in promoting labour market opportunities of young people, and at the same time, improving infrastructure.

The National Youth Employment Fund (FNEJ) was established as a national account provided with resources from the State, communities, companies, and other partners. These funds are used to finance the job creation programmes. The Fund is also responsible for setting up credit limits or guarantee funds.

As a core partner of the YEN, the ILO has offered its continued support to the development and implementation of an NAP in Mali. As such the ILO produced a study in August 2005 "Unemployment and conditions of work for youth in Mali" which can be used as the basis for the formulation and the implementation for the development of Mali's NAP. This study was financed jointly by the YEN and the Employment Policies Unit of ILO in Geneva.

³⁴ Gora Mboup, UN-Habitat (Global Urban Observatory), paper presented at the Expert Group Meeting on Strategies for Creating Urban Youth Employment: Solutions for Urban Youth in Africa, June 2004.

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Namibia

YEN Lead country since April 2002

According to ILO figures, the youth unemployment rate is close to 45 percent in Namibia, with the female youth unemployment rate reaching almost 50 per cent.³⁵

Within the framework of the National Employment Strategy (NES), the Government of Namibia, led by the Ministry of Higher Education, Training and Employment Creation, has established a National Task Force on Youth Employment. The Task Force includes representatives of the government, international institutions, worker and employer organisations, civil society and youth groups and has the task of developing Namibia's NAP. The Namibian National Youth Council has been involved in the launching of this taskforce, and has been involved in its subsequent meetings, representing youth perspectives from across the country.

Namibia presented its National Action Plan on youth employment at the ILO's sub-regional meeting on Youth Employment in September 2005. With this plan, Namibia as the only YEN Lead country in Southern Africa, is looking to take leadership on youth employment issues and serve as a good example for the sub-region. The NAP describes the government-supported National Youth Service which serves as an integrated experimental learning, training and employment creation initiative.

The number of Multi-Purpose Youth Resource Centres was expanded from one to seven, as stated in the NAP. Located in various regions throughout the country, the centres, along with providing other development activities, offer training programmes for out of school and unemployed youth. Basic computer literacy and tailoring have been piloted.

Namibia is supporting youth entrepreneurship with the aim of job creation through the Commonwealth Youth Credit Initiative/Youth Enterprise Development (CYCI/YED). The initiative's pilot phase is to be implemented over an eighteen-month period from March 2005 to September 2006. Features include training for youth in business management skills and development of business plans, provision of credit, mentoring and follow-up on business performance. Basic business management skills will be given to youths who will be provided with the credit to start and develop their own businesses, creating an estimated 1800 new jobs. Expected outcomes also include a loan fund for youth.

In terms of increasing youth employability, the Regional Computer Literacy Programme aims to equip rural and urban youth with basic computer skills. The programme currently covers 8 of the country's 13 regions; plans are underway to expand it to the remaining regions.

³⁵ ILO 2005, Key Indicators of the Labour Market (KILM), 4th edition. (Figures are for 2001; latest figures available).

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Nigeria

YEN Lead country since November 2004

Nigeria has one of the largest concentrations of youth living below the poverty line with 18.6 of the 24.7 million youth living on less than US\$1 a day (World Youth Report, 2005).

Nigerian youth took the lead in lobbying a number of key line Ministries to bring Nigeria on as a YEN Lead country in 2004. The Ministry of Inter-Governmental Affairs and Special Deputies task team set up in 2005, including youth representatives, will take the lead in the development of the country's National Action Plan. The Ministry of Labour is now looking to link up with the Ministry of Inter-Governmental Affairs to provide input into the development of a National Action Plan for the country.

The World Bank in Nigeria has established a youth committee to aid in implementing the country's National Action Plan on youth employment (NAP). The committee has been active in a number of projects, and has held meetings with a variety of representatives from the Nigerian government as well as from the UN and other NGOs.

Nigeria's PRSP focuses on youth empowerment, recognising the relationship between the incidence of joblessness and social despair. Specific interventions identified in their poverty reduction strategy include:

- Expand opportunities for vocational training and entrepreneurial development.
- Provide facilities for sports and recreation (public sports facilities and parks). Promote the arts and culture.
- Use public works, such as road maintenance and agriculture-based schemes, to reduce youth unemployment.
- Promote targeted youth employment to deal with the short-run consequences of the reform process.
- Increase access of women and youths to credit under existing arrangements.
- Increase opportunities for Nigerian youth, especially in the choice of profession, through youth exchange programmes and other avenues that expose them to international best practices.

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Rwanda

YEN Lead country since June 2004

Rwanda's population is estimated to be 8.6 million (2002), and is projected to rise to 10.6 million by 2015. Forty-five percent of the population is under 15. It is one of the world's poorest nations, ranking 159th on UNDP's latest Human Development Index

Lobbying efforts by Rwandan youth with the Ministry of Sports and Labour and with the President's office brought Rwanda on board as a YEN Lead country in 2004.

When the Government of Rwanda and UNDP launched the final report of the UN Millennium Project on 18 January 2005 in Kigali, Rwandan President Paul Kagame specifically mentioned youth employment in his speech as well as Rwanda's status as a Lead country of the YEN and informed of plans to develop a National Action Plan.

Supported by seed money from UNDP this Plan has been drafted through a collaborative process involving a broad range of partners (including youth) by the Ministry of Labour, with the support of a consultant provided by the World Bank.

The Ministry of Labour submitted a progress report to the UN in October 2005, on behalf of the Government, setting out efforts toward the development of its NAP. The final draft of the NAP was completed in the same month. The document outlines a five-year Plan of Action which focuses on the YEN policy priorities - Employment; Employability; Entrepreneurship; Equal Opportunities. The NAP sets out a political framework within which all youth employment actors will work to enhance decent employment creation and poverty reduction for the most vulnerable youth in both rural and urban areas, especially for ex-combatants.

Specifically the Plan focuses on:

- Increasing employability via appropriate policies and projects;
- Job creation and income generation targeted to the rural poor via the implementation of infrastructure development through labour-intensive techniques;
- Increasing the potential of self-employment in formal and informal (handicraft) sectors;
- Development of small agro-industries using appropriate technologies in the rural, non-agricultural sector.

The Plan of Action is currently being finalized; after endorsement by the council of Ministers in Rwanda, the Plan will be implemented at the national level, calling for the commitment of all the national and international stakeholders.

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Senegal

YEN Lead country since January 2003

Senegal has a relatively young age structure. Over the past three decades, the proportion of the youth has been increasing gradually. The population aged 15-34 was 30.2 per cent in 1976, increasing to 31.3 in 1995. Such a high proportion of the young active population has been and is still a major concern for policy makers, since most have been seeking employment since the late 1970s.

Senegal organised the Fourth forum of youth in Dakar with the UN in August 2001 and spearheaded UN General Assembly Resolution 57/165, on promoting youth employment which garnered 106 co-sponsors and was passed unanimously in December 2002. Senegal decided to become a Lead country in January 2003.

The current government considers the challenge of youth employment as one of the country's highest priorities. President Wade publicly stated that finding sustainable solutions to the youth employment challenges is a 'matter of national security' for Senegal.

The President set up a National Fund for Youth Promotion (FNPJ) in 2001, financed by public resources, with the objective of addressing the recurrent problem of young people's access to credit. The Fund disperses support to youth entrepreneurs, many of whom wish to set up businesses but are unable to access finance through traditional means, often because they cannot offer collateral or other forms of credit guarantee. The Fund has led to the creation of over 8000 micro-enterprises.

In 2001 the Government of Senegal also launched the National Youth Employment Agency (ANEJ) (under the Ministry of Youth). The ANEJ assists young people looking for jobs, provides vocational training and career advice, assists employers who are looking to employ youth, and helps young people to create enterprises and income generating activities. The Agency is managed by a Coordination Council comprising a number of different ministries and representatives of the private sector.

Recognising that access to information is a primary constraint on youth being able to avail themselves of existing resources and training, the ANEJ has created a mobile information campaign involving a bus tour of the country called "routes to employment" which promotes the range of services and activities that the ANEJ offers.

The ANEJ has also developed a specific economic leadership promotion strategy for young girls, many of whom remain economically marginalized, which solely finances projects that have been initiated by women.

The Government of Senegal sees ANEJ and FNPJ as vital instruments for creating a comprehensive youth policy focused on the fight against youth unemployment. These two initiatives are complementary and serve to address both the supply and demand side of the youth employment question, covering the mobilisation, orientation, training and economic insertion of young people. These measures reinforce two other key government youth policies including the national youth policy for the fight against HIV-AIDS and the promotion of youth for national development.

As the coordinating body of all youth policy in Senegal, the Ministry of Youth is working to involve young people in all policy decisions relating to education and employment promotion, and as such has a close working relationship with the national chapters of the international youth organizations such as the Scouts and the other national and local youth organisations.

Senegal is one of two Lead countries (the other being Sri Lanka) being supported by the German Government in an agreement with YEN. Funding will be provided through this agreement to joint ILO-World Bank projects in support of National Action Plan developments in these two countries. Revitalising the Committee for Youth Employment and establishing a YEN Senegal, under the

leadership of ANEJ, are part of the project. Finalisation of the NAP, an awareness-raising media campaign and capacity-building of youth organisations and employment services providers are also underway.

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Sri Lanka

YEN Lead country since March 2002

Sri Lanka's Millennium Development Goals country report (2005) catalogues the island's youth population at 3.1 million, out of the total population of 19 million. Current estimates put youth unemployment at about 280,000 which accounts for roughly 40 per cent of total unemployment.

Many initiatives are underway through loans and grants, target assistance to youth in a variety of areas including education, skills training, employment creation and entrepreneurship, in addition to loans and credit schemes, job placement and research projects.

Sri Lanka joined the YEN, in part, to address the issue of policy coherence and to develop and showcase a National Action Plan on youth employment. A Youth Employment Network of Sri Lanka (YENSL) has, therefore, been created, housed in the Ministry of Skills Development, Vocational and Technical Education (MOSDVTE). It is developing an integrated Plan of Action on Youth Employment.

The YENSL Secretariat has also assembled a task force consisting of Government ministries, employers' and workers' organizations, non-governmental organizations and youth organizations in order to develop their Plan. The first meeting was held in August 2005. The YENSL Secretariat was supported in its start-up by the ILO through funding from the Dutch government and further support was also made available from the Government of Korea.

A first step in the development of Sri Lanka's NAP has been the writing of a National Report on Youth Employment. This report prepared by the ILO provides key recommendations for developing a Plan of Action for promoting youth employment. In addition, a database of projects and programmes related to youth employment has been developed and a Geographical Information System (GIS) is being created, related to youth employment (including rates of unemployment, facilities such as schooling, vocational education, business development services etc) covering all the districts with a focus on gender. Furthermore, a quarterly YEN Newsletter has been published and a YEN website created with the assistance from the ILO. (www.yensl.org)

The Social Communication Project (SCP) was launched in May 2005 as a major campaign on changing perceptions and promoting employment opportunities for youth. The SCP will implement a nation wide strategy using different means of communication. The project will be applied in two phases beginning with a consultation process followed by the campaign itself.

The Ministry of Skills Development and Vocational and Technical Education (MSDVTE) receives institutional strengthening support through the technical assistance and tools from the ILO. Results have been widely disseminated from the ILO School-To-Work transition survey which identifies hurdles encountered by youth seeking employment, and provides evidence for policy interventions. Another tool that has been introduced is the ILO's *Know about Business* (KAB) training package designed to raise awareness among students in vocational training about entrepreneurship options.

JobsNet is a public private partnership initiated by the ILO to provide employment services. Working with the Ministry of Labour Relations and Foreign Employment and the Ceylon Chamber of Commerce, and funded by Sida, 17 Centres have been set up to provide key placement and counselling services. Identifying an urgent need in the aftermath of the 2004 tsunami, the project trained 95 students to survey 1,440 households in the affected areas for targeted employment creation and social protection programmes. In light of the urgent need for skilled labour for rehabilitation and reconstruction JobsNet has established an information database on availability of skilled youth in the country.

In addition Sri Lanka is one of two Lead countries (the other being Senegal) being supported by the German Government in an agreement with YEN. Funding is being provided for joint ILO-World Bank projects in support of National Action Plan developments in these two countries. This support is being manifested through research projects on youth employment. Topics include: migration and youth, special needs of youth affected by civil conflict, school to work transitions, entrepreneurship, and inequalities in the labour market.

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Syrian Arab Republic

YEN Lead country since June 2005

Syria has a youth unemployment rate of over 26 percent, almost seven times higher than the adult unemployment rate. The male youth unemployment rate is almost 10 times the male adult rate.³⁶

To strengthen international linkages on the area of youth employment, Syria declared its intention to become a Lead country of the YEN through a letter from his Excellency President Bassir al-Assad to UN Secretary-General Kofi Annan in June 2005.

In Syria, a youth employability strategy known as SHABAB, chaired by Her Excellency, Mrs Assad, has been launched. The objective of SHABAB (Strategy Highlighting and Building Abilities for Business) is to ensure Syrian youth are guided and enabled to find employment in business. Unemployment among young people is unacceptably high and business is seen by only a very few young Syrians as a viable option for employment. SHABAB will look into solutions needed to build an entrepreneurial and business oriented young workforce particularly in the small and medium enterprise (SME) sector. This initiative is being supported by the ILO and the UNDP.

An Initiation Group chaired by Her Excellency, Mrs Assad, is building a strategic framework for a comprehensive range of school-to-work transition policies and programmes. The group will be supported by a small technical team that will run a number of pilot projects in sites around the country.

The Framework will cover the four key areas outlined below. It is essential that the strategy is delivered at grassroots level. The key unit will be the Youth Employability Team. These will be based in urban and rural communities throughout Syria. They will bring together local partners from education, training, local government and business to help young people into employment in business. Once the framework is in place, a youth employability Steering Council made up of representatives of Business, Civil Society and Government will oversee future strategy and drive its delivery.

SHABAB activities include:

Cultural change through:

- Communications campaign to stress the need for a healthy private sector and promote business as a viable option for young people. Activities will include the use of case studies, business champions, role models, speeches, articles, exhibitions and competitions.
- Promotion of work in business and commerce through comprehensive careers education and guidance.
- Awareness-raising among teachers and parents that business and entrepreneurship are viable and important employment options for young people.
- Attitude Surveys and mapping activities in youth and enterprise development

Education and training through:

- Development of business modules for Vocational Training
- Development of effective careers education and guidance for school-to-work transition.
- Business courses to be made available in schools and universities
- Curriculum development

³⁶ ILO 2005, Key Indicators of the Labour Market (KILM), 4th edition. (Figures are for 2002; latest figures available).

- Inclusion of life skills such as IT, Decision making, Financial Literacy, Team-work, Ethics
- Learning Business Awareness programmes through project work in Music, Theatre and TV.
- Work experience programmes and internship for young people.
- Job Fairs and Events

Business support through:

- Development of a network of market-responsive Employment Exchanges.
- Mentoring for Entrepreneurship
- Easy access to seed funding for youth business start-ups.
- Liaison with schools and Universities
- Inclusion of youth businesses in supply chains.
- Apprenticeship for new employees
- Internship and work experience for workplace familiarisation
- Incubation units

Regulatory reform through:

- Reform of the regulatory environment to ensure young people have easy access to employment in business and to starting their own business.

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Uganda

YEN Lead country since September 2005

Almost 80 per cent of Ugandans are below the age of 30 years and 57 per cent are below 18 years. It is not the unemployment rate that best reflects the situation of a majority of young people in Uganda today, but the underemployment rate, which is linked with poverty, social conflict and health problems. The percentage of underemployed young people stands at about 30 per cent, which means, that most young people are not able to make a living from their meagre income.

In view of this, the government, through the Ministry of Gender, Labour and Social Development (MoGLSD), decided to address the problem of insufficient productive and sustainable job/employment opportunities for young people by formulating a National Action Plan on Youth Employment.

In July 2005, the MoGLSD invited over 80 stakeholders to a Conference in Kampala to discuss possible ways forward. The conference was attended by international experts from the ILO, the Youth Employment Network and representatives from Kenya and Rwanda. Among the participants from Uganda were the delegates from the Ministry of Education and Sports, the Ministry of Trade, Tourism and Industry, worker's representatives, employer organisations, the German Development Cooperation (GTZ), World Bank, UNHABITAT, UNDP and young people themselves.

A National Task Force on Youth Employment has been formed under the leadership of the MoGLSD involving a broad range of stakeholders including the National Planning Authority, The Ministry of Education, employers and workers organisations, educational and vocational training institutions, youth groups, bilateral and multi-lateral partners including UNIDO and the World Bank.

As well as convening monthly meetings the Task Force has set up a core team to coordinate the drafting and overall direction of the NAP whilst 6 subcommittees have been created to focus on specific priorities within the NAP: access to finance for entrepreneurs, development of a universal vocational qualifications framework (UVQF), entrepreneurship development, livelihood generation through renewable energy technology, employment for vulnerable youth groups and the development of telecentres as vehicles for the provision of labour market information services for youth.

Objectives of the National Action Plan on Youth Employment:

- To identify the key issues and challenges faced by young women and men in their transition through education to the workplace;
- To acknowledge that many policies, programmes and activities already exist and to provide a platform for the sharing of information and knowledge at the national, provincial and district levels, that will enrich the various initiatives already being undertaken;
- To set priorities for action by policymakers and other stakeholders;
- To demonstrate the need for, and benefits of, an integrated approach to addressing the youth employment challenge;
- To provide a set of policy recommendations that can contribute to the creation of quality jobs, thereby reducing unemployment, under-employment and the numbers of young people living and working in poverty;
- To stimulate action by individuals and groups of stakeholders to involve themselves in processes and programmes that directly and indirectly contribute to the generation of more and better jobs for young men and women;
- To urge provincial and district level governments to mainstream youth employment issues into economic and social policies, strategies and programmes at the provincial and district levels;
- To encourage young men and women to participate in dialogue and collective action as a necessary pre-requisite for an accurate and effective response.

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United Kingdom

YEN Lead country since June 2005

The United Kingdom became the first G8 and the first European nation to join the YEN with an announcement made during a YEN High-Level Dialogue held on June 7 2005 during the annual International Labour Conference (ILC).

The UK has used its political leadership positions to profile youth employment and the YEN as a coordinating mechanism. The UK's leadership is essential to catalyse similar initiatives on the part of other Heads of State and Government in the EU and elsewhere in order to effectively address the huge challenge of youth employment.

A High Level Business Roundtable with HRH the Prince of Wales and the UN Secretary-General, entitled, *The challenge of youth employment and enterprise: what can the private sector do?*, saw 35 CEOs focusing on how business leaders, UN agencies, and others involved in encouraging youth entrepreneurship jointly can tackle the problem of youth unemployment and under-employment.

Private sector representatives that included HSBC, Merrill Lynch, Microsoft Standard Chartered and Accenture agreed that youth employment was now one of the most pressing problems in the world and that the role of business in meeting this challenge is crucial. Business leaders showcased examples of their support to entrepreneurship programmes including the provision of mentors and start up financing, including support to YEN partner organisation, Youth Business International.

The Prince of Wales supported the idea of public-private partnerships for tackling youth employment challenges. The Secretary-General welcomed the growing engagement of the private sector in the issue of youth employment and highlighted both his YEN and the Global Compact as mechanisms for the expansion of concrete private-public partnership efforts on the ground. The Prince of Wales saw this new approach as vital to making progress on the Millennium Development Goals.

Participants agreed that the role of business, in partnership with government and civil society, was broader than support for entrepreneurship. For example the role of the private sector in making training and vocational education strategies relevant to the needs of the labour market was seen as critical to ensuring an integrated approach to youth employment policy (one which focuses on both the supply and demand side of the challenge).

UK Government's Department of Work and Pensions (UK -DWP) is supporting the creation of a Youth Employment Unit for West Africa to expand the work of YEN in Africa. This grows out of the Recommendations of UNOWA's *Youth Unemployment and Regional Insecurity in West Africa* Report and linked to the Commission for Africa's call for a stronger YEN presence in Africa.

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3.2 Participating countries

There are a number of ways Governments have engaged with the YEN to address youth employment issues. These include:

Political collaboration

- Join the group of Lead countries of the YEN (see Section 1).
- Actively place the issue of youth employment on the international development agenda using leadership positions in regional, international and multilateral fora.
- Publicly support the YEN in international events and publications.
- Liaise with other YEN supporting nations to increase the focus on youth employment and YEN.
- Advocate for the allocation of financial resources to youth employment within the work of core partner institutions such as the World Bank, the ILO and others.
- Join like-minded countries in local and operational leadership on specific thematic youth employment issues, including but not limited to collective security, child labour and private sector engagement.

Financial collaboration

- Use the YEN as a mechanism to channel funding and provide technical backstopping for operational activities in Lead countries.
- Provide core support to the YEN Secretariat.
- Provide support for the creation of YEN as a coordinating mechanism regionally or sub-regionally to monitor NAP progress and facilitate information sharing and best practices in Lead countries.
- Explore innovative financing mechanisms, which could include the establishment of a “YEN Fund for Youth Employment”.

Technical collaboration

- Take leadership in the creation of a peer partnership mechanism amongst Lead countries. Based on an agreed methodology this mechanism would serve to effectively share knowledge and good practice, on the formulation of NAPs between the Lead countries as well as leverage resources to support their development.
- Inform country representation of both the Ministry of Foreign Affairs and the Development Cooperation Agency in YEN Lead countries about the Youth Employment Network.
- Collaborate with the YEN in activities related to youth and employment ranging from capacity-building workshops to project specific activities.
- Appoint focal points at the Development Cooperation Agency and the Ministry of Foreign Affairs to share information on a regular basis in order to build synergies in regards to policy and direct action. For example, upon request from national counterparts in Lead countries, collaborate with the YEN in assisting in capacity building activities for the incorporation of youth employment into national development plans, PRSPs, the CCA/UNDAF etc.
- Mainstream youth into the work of national development cooperation agencies, especially in regards to issues such as migration, trafficking, conflict, education, vulnerable groups, HIV/AIDS and entrepreneurship.

4. Overview of Network partners and contact information

This section provides an overview of the key partners of the Network as well as contact information for those groups or individuals who can provide further information to YEN constituents.

4.1 Core Partners

“Together with the heads of the World Bank and the International Labour Organization, I am convening a High-Level Policy Network on youth employment drawing on the most creative leaders in private industry, civil society and economic policy to explore imaginative approaches to this difficult challenge. I will ask this policy network to propose a set of recommendations that I can convey to world leaders within a year.”³⁷

United Nations

The United Nations’ aim is to enhance awareness of the global situation of youth and of the rights and aspirations of young people. It works towards greater participation of youth in the social and economic life of their societies. The focal point within the United Nations system on matters relating to youth issues is the Programme on Youth, in the Division for Social Policy and Development, United Nations Department of Economic and Social Affairs. It has been set up to:

- Enhance awareness of the global situation of youth and increase recognition of the rights and aspirations of youth;
- Promote national youth policies, national youth coordinating mechanisms and national youth programmes of action as integral parts of social and economic development, in cooperation with both governmental and non-governmental organizations; and
- Strengthen the participation of youth in decision-making processes at all levels in order to increase their impact on national development and international cooperation.

The UN Programme on Youth has been working on a variety of issues. One important task is a report on the global situation of youth. The most recent report, the World Youth Report 2005 (<http://www.un.org/esa/socdev/unyin/wyr05.htm>) was presented to the 60th session of the General Assembly (2005). This report contains concrete and action-oriented recommendations. The Programme also prepares for the annual commemoration of International Youth Day, August 12.

Youth at the United Nations www.un.org/youth This site includes information on a library of the main United Nations documents on youth since 1985, and Youth Profiles, a database that allows users to search and compare indicators from country to country and across regions.

For more information on UN activities related to the Youth Employment Network, please contact: YEN's focal persons:

Mr. Johan Scholvinck, Director,
Division for Social Policy and Development
Mr. Donald Lee
Officer-in-Charge, Social Perspective on Development Branch
Division for Social Policy and Development, Department of Economic and Social Affairs
Tel: +1-212-963.8762
Email: lee27@un.org

³⁷ Report of the Secretary-General entitled "We the Peoples: the Role of the United Nations in the 21st Century," Millennium Report, April 2000.

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World Bank

The Bank brings a core mission of poverty reduction to its work with youth, linking it to a lifecycle and social risk management approach to human development. This means moving beyond survival goals to issues of basic education, health, social capital and a general flourishing condition for development. Youth are the basis for the future health and well being of their communities, and a key to breaking cycles of inter-generational poverty.

The Children and Youth Team was established in 2002 within the Human Development Network to guide and foster coordination and partnerships that contribute to more effective children and youth development work at the World Bank. The Team's main objectives are:

- Providing the World Bank a strategic framework for action in the area of Children and Youth.
- Supporting the regions in developing, implementing, and monitoring Children and Youth operational plans.
- Improving coordination among sectors, networks, and regional work.
- Ensuring consistency with companion development strategies in Human Development, Social Protection, Social Development, Urban Strategies, Gender, and other sectoral groups.
- Providing effective and innovative knowledge management.
- Promoting improved Children and Youth learning outcomes across sectors and countries.
- Contribute to shaping the Bank's collaboration on Children and Youth issues with other international agencies and donors.
- Raising additional funds.
- Facilitating dialogue with children and youth worldwide, especially in developing countries.

Their website includes information on the Bank work on youth and includes its conceptual framework and links to its Youth, Development and Peace Network and the Children and Youth Framework for Action.

www.worldbank.org/childrenandyouth

For more information on World Bank activities related to the Youth Employment Network, contact YEN's focal persons:

Mr. Robert Holzmann, Sector Director,
Social Protection and Labour and
Mr. Jean Fares
Social Protection Team
Tel: 1-202-473.5266
Fax: 1-202-522.7247
Email: jfares@worldbank.org

International Labour Office

Helping all women and men in the world of work to pursue their material well-being and aspirations in conditions of freedom, equity, security and human dignity is at the heart of the ILO's mandate. The Organization's approach to youth employment is part of this mission. This means addressing youth employment within the broader agenda to improve the quantity and quality of jobs available for all working people. However, youth employment also has its own dimensions, hence the need for targeted interventions to overcome the specific disadvantages that many young people face in entering and remaining in the labour market.

Within the international community, the ILO has a special role to play in promoting youth employment. Its tripartite constituency and worldwide alliances give it the global reach to catalyze support and action in this domain. Its leading role in the Youth Employment Network provides an

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opportunity to mainstream ILO's values into the development agenda and to build support for a comprehensive strategy on the employment and social inclusion of young people.

The ILO's programme on youth employment operates through a global network of technical experts at its headquarters in Geneva and in more than 60 offices around the world. It provides assistance to countries in developing coherent and coordinated interventions on youth employment. Work in this area includes:

- Data collection on the nature and dimensions of youth employment, unemployment and underemployment;
- Policy advice on country policies and programmes on youth employment, and technical assistance in the formulation and implementation of plans of action on youth employment;
- Capacity building for governments, employer and worker organizations, and development of tools and training material;
- Advocacy and awareness-raising to promote decent work for youth with a focus on employability, employment promotion and workers' rights;
- Promotion of cross-country and global peer networks to encourage better performance and share good-practice experiences among ILO constituents and other stakeholders;
- Collaboration with multilateral and other international institutions to ensure policy coherence across national initiatives affecting youth employment.

The ILO website includes information on the ILO's work on youth employment, related publications as well as International Labour Standards relevant to work and young persons: www.ilo.org/youth

For more information on ILO activities related to the Youth Employment Network, please contact: YEN's focal persons:

Mr. José Manuel Salazar-Xirinachs,
Executive Director, Employment Sector
Ms Giovanna Rossignotti
Coordinator, Youth Employment Programme
Tel: +41 (0) 22 799 7098
Fax: +41 (0) 22 799 7978
Email: rossignotti@ilo.org

4.2 YEN Secretariat

A permanent Secretariat for the Secretary-General's Youth Employment Network was set into operation in 2001 with the mission of creating decent and productive employment opportunities for young women and men everywhere through effective sustainable partnerships. The objective of the Secretariat is to engage, enrich and motivate actors to work together to prioritise youth employment on the political, economic and technical agenda.

The objective is mainly reached through support to National Action Plan development and implementation in Lead Countries; the development of peer partnerships among Lead Countries and Interested Countries and; an annual Global Analysis of countries' progress in developing and implementing National Action Plans. In this process the Secretariat supports the implementation of the policy recommendations of the Network's High-Level Panel and undertakes knowledge development and action in the four priority areas identified by the High-Level Panel, namely, employability, equal opportunities, entrepreneurship and employment creation.

The YEN Secretariat is based at the International Labour Office in Geneva. Its focus areas include:

- Support and equip **High-level Panel** to provide strategic guidance, oversight and visibility, and motivate members to act in specific regional and/or functional roles.
- Create good faith partnership toward policy coherence among **core Agency partners** at the political, technical and economic level, demonstrating the combined strength of an inter-agency effort and providing strategic guidance to the YEN Secretariat.
- Identify and engage **partners** in collaborative relationships focussing on project and programme implementation and the leveraging of expertise and resources.
- Create **awareness, advocate and build constituency** for youth employment issue, YEN messages and YEN partnerships, with focus on interactive tools and media.
- **Manage knowledge** including establishing new and expanded indicators, products and tools to facilitate definition, monitoring and evaluation, to share knowledge and empower and build capacity among partners.
- Build partnerships with on-going and new donors, such that sustained **resource mobilisation** and allocation underpins operational capacity at the country level as well as core Secretariat support.

Contact information:

Regina Monticone, Secretary

Tel: +41 (0)22 799.6819

Fax: +41 (0)22 799.7978

Email: monticone@ilo.org

Regional focus: OECD, Americas, Middle East

Lead countries: Brazil, Ecuador, Iran, Jamaica, United Kingdom

Laura Brewer, Senior Policy Specialist

Tel: +41 (0)22 799.8055

Fax: +41 (0)22 799.7978

Email: brewer@ilo.org

Regional focus: OECD, Central Europe and Central Asia

Lead countries: Azerbaijan, Georgia, Turkey

Sara Spant, Technical Officer

Tel: +41 (0)22 799.6119

Fax: +41 (0)22 799.7978

Email: spant@ilo.org

Regional focus: Africa, Asia-Pacific, Central Europe and Central Asia

Lead countries: Indonesia, Senegal, Sri Lanka

Justin Sykes, Communications and Public Information Officer

Tel: +41 (0)22 799.7454

Fax: +41 (0)22 799.7978

Email: sykes@ilo.org

Regional focus: Africa, Middle East

Lead countries: DR Congo, Egypt, Mali, Namibia Nigeria, Rwanda, Syria, Uganda

For general inquiries please contact:

YENetwork@ilo.org

4.3 Youth Consultative Group

YEN's High-Level Panel Youth underscores the importance of the Consultative Group (YCG), recognising that 'participation of youth organisations at all levels is essential to a successful

implementation of the YEN mandate of supporting governments in the development of National Action Plans on youth employment'. The Terms of Reference for the YCG are available on the YEN website www.ilo.org/yen

For more information on the YCG, contact:

Mr. Budi Tjahjono
budi@paxromana.ch

4.4 Lead country focal persons

Lead country	Contact Persons	Contact Details
Azerbaijan	Seymur Mardaliyev Third Secretary Political, Human Rights and Humanitarian Affairs Permanent Mission of Azerbaijan	67 Rue de Lausanne 1202 Geneva, Switzerland Tel: (+41)22 901 18 15/ 022 901 18 42 Fax: (+41) 22 901 18 44 E-Mail: seymur_mfa@hotmail.com
	Mr. Rashad Farajov, Youth Employment Coordinator, ILO	3 UN 50th Anniversary St., 370001 Baku. Tel: (+99412) 989888 ext: 130 Fax: (+99412) 983235 Email: farajov@ilo.org
	Mr. Yashar Hamzayev, ILO National Correspondent	Tel: (+99412) 989888 ext: 247 Fax: (+99412) 983235 Email: hamzayev@ilo.org
Brazil	Dr. Ricardo Andrés Cifuentes Silva, Director of Youth Employment Department	Esplanada dos Ministérios - Bloco "F", Ed. Sede, 2º andar, Sala 217 Brasília - DF / CEP 70.059-900 Phone: (+55 61) 3317-6516 Fax (+55 61) 3317-6952 E-mail: ricardo.cifuentes@mte.gov.br
	Maria Beatriz Cunha Programme Officer ILO Brazil	Setor Embaixadas Norte, lote 35 70800-400 Brasília DF Brasil Tel: (61) 2106-4606 Fax: (61) 3322-4352 E-mail: cunha@oitbrasil.org.br
	Mr. José Carlos Ferreira, Deputy Director of the ILO Brasilia Office	SCN - Qd. 2 - Bl. A – 3º andar Ed. Corporate Financial Center 70.712-900 – Brasília-DF Tel: (61) 3291000/99743761 Fax: (61) 329-1010 E-mail: zweiss@worldbank.org
	Zeze Weiss Focal Point on Youth World Bank Brazil	

DRC	<p>Alice Mirimo, President, YWCA Congo</p> <p>Toudjida Andemel, Director ILO Office, Kinshasa</p> <p>Kavunga Kambale, Programme Officer, ILO Kinshasa</p>	<p>Comite National de Pilotage Reseau YEN 38, Av. Kasa-Vubu, Commune de Kasa-Vubu, Ville de Kinshasa, RDC, B.P:2147 Kin 1 Tél.: (+243) 0815040783-0999929463 Email: comiteyenrdc@yahoo.fr Group mail : yendrc@takingitglobal.org http://projects.takingitglobal.org/YENDRC alice_mirimo@yahoo.fr</p> <p>Building LOSONIA (Nation Unies), 3eme étage, Boite postal 7248, Kinshasa 1, RDC. oit.kin@undp.org Tel: (+243) 8846708 (Secretariat) Mob: (+243) 818800955 Fax: (+243) 8805407 OIT: (+243) 8801826 E-mail : andemel@kinshasa.ilo.sita.net</p> <p>E-mail : kambale@kinshasa.ilo.sita.net</p>
Ecuador	<p>Ms Marianella Navas, Advisor to the Minister, Ministry of Labour</p> <p>Jorge Thullen, Advisor to the Minister of Labour and Employment of Ecuador (Geneva)</p>	<p>Tel : 00593-2-250-1631 E-mail : marianellanavas@hotmail.com genero_uio@mintrab.gov.ec</p> <p>E-mail : sthullen@iprolink.ch</p>
Egypt	<p>Ms. Mervat Wabhi, Director International Relations Dept. Ministry of Manpower and Migration</p> <p>Dr. Mohamed Shawky Elenany, Assistant to the Minister, Ministry of Manpower and Migration</p> <p>Ms. Soheir el Erian Labour Councillor, Permanent Mission of the Arab Republic of Egypt, Geneva</p> <p>Ms. Loretta de Luca Director, ILO Sub Regional for North Africa</p>	<p>(202) 2609882 technicalco@mome.gov.eg</p> <p>3 Yousef Abbas Str., Naser City, Cairo Tel: (202) 2609889 Fax: (202) 2618019 Mob: (201) 01767815 Email: enany@manpower.gov.eg</p> <p>Email: ms_elerian@yahoo.com</p> <p>9 Taha Hussein St., Zamalek, Cairo Tel: (202) 3400123 Fax: (202) 3410889 E-mail : deluca@ilo.org</p>

Indonesia	<p>Ms NurMia Sinaga Technical Secretariat Coordinator Indonesia YEN Coordinating Team Ministry of Manpower and Transmigration</p> <p>Rolly Damayanti, Programme Manager, Youth Employment, ILO Jakarta</p> <p>Pawan G. Patil Senior Economist, Rural Development and Natural Resources, World Bank</p>	<p>Jl. Jend. Gatot Subroto, Jakarta 12950 butsi@plasa.com</p> <p>Level 22, Menara Thamrin, Jl. M H Thamrin Kav. 3 PO Box 1075, Jakarta 10250 INDONESIA TEL: 62-21-3913112 rolly@ilojkt.or.id</p> <p>WB Jakarta External Affairs Office Jakarta Stock Exchange Building, Tower 2, 12th Floor Ppatil@worldbank.org</p>
Iran	<p>Mr. Jaafar Satvaty, Director, Department for International Affairs, Iranian National Youth Organization (NYOIR)</p> <p>Mr. Hassan Hefdahtan, Director- General, International Relations Department of the Ministry of Labour</p>	<p>Sayeh str. No. 77, Afriqa Ave., Teheran, IRAN. Tel: / Fax: (9821) 2010492 E-mail : dia@nyoir.org</p> <p>Ministry of Labour Behboudi st, Azadi Ave, Teheran, Iran Tel: (00 98) 21 693 5557 Fax: (00 98) 21 693 8338 E-mail: intl@irimlso.org</p>
Jamaica	<p>Raymond Price, Chairman for the Youth Employment Network Steering Committee for Jamaica.</p> <p>Julian Mckoy, Enterprise and Business Development Coordinator, Jamaica Employers' Federation</p>	<p>Email: raymond_pryce@yahoo.co.uk</p> <p>Jamaica Employers' Federation 2a Ruthven Road, Kingston 10 Tel.: (876) 926-6762/906-8370 Fax: (876) 968-4576 jmckoy.enterprise@jamaicaemployers.com http://www.jamaicaemployers.com</p>
Mali	<p>Mohamed Fofana Directeur General, Agence pour la promotion de l'emploi des jeunes</p>	<p>B.P.E : 2584 Bamako – Mali Tel :(223) 229 64 55 / 229 64 56 Mobile : (223) 674 20 49 Fax :(223) 229 64 59 E-Mail : apej@timbagg.com.ml</p>

<p>Namibia</p>	<p>Hon. Pohamba Shifeta, Deputy Minister of Youth</p> <p>Mr. Steve Hoveka, Deputy Director, Youth Development Ministry of Youth National Service, Sport and Culture</p> <p>Ms. Helen Amutoka, Chief Youth Officer</p> <p>Rajendra G. Paratian Senior Labour Market Policy Specialist ILO Sub-Regional Office For Southern Africa</p>	<p>Shifeta_za@yahoo.com Tel: 264 61 2706535 Fax: 264 61 245939</p> <p>Tel: 264 61 2706502 Fax: 264 61 245939</p> <p>helenamutoko@yahoo.com Tel: +264 61 2706503</p> <p>Norfolk Road, Mount Pleasant P.O.Box 210, Harare, Zimbabwe Tel: (263-4) 369 805 -12, Ext. 212 Fax: (263-4) 369 813/4 E-mail: paratian@ilo.org</p>
<p>Nigeria</p>	<p>Mrs. Agbuere, Director Youth Affairs, Ministry of Intergovernmental Affairs and Special Duties</p> <p>Engr. S.O. Adelodun Director-General, National Directorate of Employment</p> <p>Ms Sinanzeni Chuma-Mkandawire Director, ILO Office in Abuja</p>	<p>Federal Secretariat Complex, Phase II (3rd Floor), Block C Shehu Shagari Way, Abuja Tel: 09-2349911-2 Fax: 09-2349939</p> <p>Plot 1529, Nouackchott Street P.M.B. 104 Abuja, FCT Tel: 09-5238308-10 E-mail: tcnse2@yahoo.com</p> <p>ILO office in Abuja United Nations House, Plot 617/618, Central Area District PMB 2851 Garki Abuja Tel: (+234 9) 461 8572 / 85 58 Fax: (+234 9) 461 8503 E-mail : chumas@ilo.org</p>
<p>Rwanda</p>	<p>Ms. Angelina Muganza Minister of State for Skills Development, Vocational training and Labour</p> <p>Ms. Fatina Mukarubibi (Nelson) Director for Labour and Employment Ministry of Labour</p>	<p>E-mail: amuganza@yahoo.com</p> <p>Fax: +250 583 377 E-mail : fatynel@yahoo.fr</p>

Senegal	<p>Mousse Dior Diop, Directeur Général, Agence Nationale pour l'emploi des jeunes (ANEJ)</p> <p>Mr. Dramane HAIDARA, Deputy Director, ILO Dakar</p> <p>Mr Moukim Temourov Economist, Human Development Unit II Africa Region, Washington DC</p>	<p>Immeuble Pasteur- 2ème Etage DAKAR, République du Sénégal Tel : 00221 889 0412 Fax: 00221 842 2344 Mobile :00221641 6365 diopmousse@yahoo.fr emploi-jeunes@sentoo.sn</p> <p>22, rue El Hadj Amado Assane N'Doye, Dakar. Tel: +221/889 2989 E-mail: haidara@ilo.org</p> <p>Room: J9-005 Tel : +1 (202) 458 5196 mtemourov@worldbank.org</p>
Sri Lanka	<p>Mr Deepthi Lamahewa, CEO, Sri Lanka YEN (SL-YEN)</p> <p>Mr. Milan Vodopivec, Snr. Social Protection Economist, WB Colombo Office</p> <p>Ms. Shizuka Arao ILO Colombo Programme Analyst</p>	<p>E-mail: deepthilamahewa@hotmail.com</p> <p>Tel : 94 11 556 1334 mvodopivec@worldbank.org</p> <p>Tel: 009411-2592525 Fax: 2500865 Email: shizuka@ilo.org</p>
Syria	<p>Mr Richard Street, SHABAB, Project Director</p> <p>Ms. Yamama Al-Oraibi, SHABAB, Project Manager</p>	<p>Mob. +44 7966 685454 Tel/fax +4420 7372 5501 E-mail: richard_street@btinternet.com www.rnstreet.com</p> <p>Mob. + 963 92 966 926 Tel: + 963 11 6111 689 ext. 101 E-mail: yamama_aloraibi@yahoo.com</p>
Uganda	<p>Mr. David Ogaram Commissioner for Labour, Employment and Industrial Relations</p> <p>Mona Herbert, Programme Officer, Programme on Children and Youth, Ministry of Gender, Labour and Social Development</p>	<p>Ministry of Gender, Labour and Social Development, Simbamanyo House, Plot No.2, Lumumba Avenue, P.O. 7136, Kampala Tel: +256 41 345002 ; Cell : +256 77 433 090 Fax: +256 41 231 715 Email: dogaram@infocom.co.ug</p> <p>Tel: +256 (0)7-718-308 pcygtz@africaonline.co.ug</p>

United Kingdom	Marie Niven, Head, International Relations Division, Department for Work and Pensions	Tel: +44 (0)20 73404023 E-mail : Marie.Niven@dfes.gsi.gov.uk
	Frazer Macdonald, Policy Adviser, International Relations Division, Department for Work and Pensions	International Relations Division DfES/DWP Joint International Unit Level 4C, Caxton House Tothill Street, London SW1H 9NA Tel: +44 (0)20 7340 4351 E-mail: Frazer.macdonald@dfes.gsi.gov.uk

Please note that focal persons change from time to time. Please contact the YEN Secretariat if you have difficulty reaching any of the contacts listed here.

4.5 Other collaborators

The YEN operates as a Network of Networks, whose strength lies in bringing to scale the accumulated skills, knowledge, experience and resources of a diverse range of actors. It aims to identify, educate and motivate partners to work together find new, durable policy and programme solutions to the youth employment challenge.

The following list, whilst not exhaustive, demonstrates the range and depth of the YEN collaboration:

GOVERNMENT

Agence intergouvernementale de la Francophonie (AIF)	http://www.francophonie.org/
Agence National pour l'emploi des jeunes (Senegal)	
Australian Labor Party	http://www.alp.org.au/
Canadian International Development Agency (CIDA)	http://www.acdi-cida.gc.ca/index-e.htm
Commonwealth Youth Programme	http://www.thecommonwealth.org/cyp
Croatian National Youth Council	http://www.nsmh.hr
Department for Work and Pensions: International Unit (UK)	http://www.dwp.gov.uk/
Development Cooperation Division:	
Department of Foreign Affairs (Ireland)	http://foreignaffairs.gov.ie/
European Commission	http://ec.europa.eu/index_en.htm
Federal Ministry for Economic Cooperation and Development (Germany)	http://www.bmz.de/de/english.html
Ministry of Foreign Affairs (Finland)	http://formin.finland.fi/english
Ministry of Foreign Affairs (Norway)	http://odin.dep.no/ud/engelsk/index-b-n-a.html
Ministry of Foreign Affairs (Sweden)	http://www.ud.se
Ministry of Health, Labour and Welfare (Japan)	http://www.mhlw.go.jp/english/
Programme to promote welfare of children and youth in difficult circumstances (Uganda)	
USAID	http://www.usaid.gov/
US Department of Labour: International Child Labour Program	http://www.dol.gov

UN

United Nations Children's Fund (UNICEF)	http://www.unicef.org/
UN Economic Commission for Africa	http://www.uneca.org/
United Nations Development Programme (UNDP)	http://www.undp.org

United Nations Educational, Scientific and Cultural Organization (UNESCO)	http://www.unesco.org/
United Nations Environment Programme (UNEP)	http://www.unep.org/
United Nations Habitat	http://www.unhabitat.org/
United Nations High Commission for Refugees (UNHCR)	http://www.unhcr.org/
United Nations Industrial Development Organization	http://www.unido.org
United Nations Millennium Campaign	http://www.millenniumcampaign.org/youth
United Nations Programme on Youth	http://www.un.org/esa/socdev/unyin/

YOUTH

International Youth Parliament	http://www.iyp.oxfam.org/
Glocal Youth Forum	http://www.glocalyouth.org/
Global Youth Action Network (GYAN)	http://www.youthlink.org/
International Cooperative Alliance Youth Network	http://www.icayouth.coop/
African Youth Network (AYN/RAJ)	http://www.ayn.kabissa.org/
AIESEC International	http://www.aiesec.org/
All-Africa Students Union (AASU)	
Arab Youth Union (AYU)	http://arabyouthunion.org
Asian Students Association	
Asian Youth Council (AYC)	
Caribbean Federation of Youth (CFY)	http://www.geocities.com/TheTropics/1667
European Youth Forum (YFJ)	http://www.youthforum.org/
General Union of Arab Students (GUAS)	
ICFTU Youth	http://www.icftu.org/
International Union of Students (IUS)	http://www.stud.uni-hannover.de/gruppen/ius/
IOE Youth	http://www.ioe-emp.org
Latin American Youth Forum (FLAJ)	http://www.flaj.org/
Pacific Youth Council (PYC)	http://www.spc.int/youth/pyc/pacific_youth_council.htm
Pan-African Youth Movement (MPJ)	http://www.panafricanmovement.org/
Mouvement International des Etudiants Catholiques (MIEC)	http://www.jeci-miec.org/
Hong Kong Federation of Youth Groups	
The National Unions of Students in Europe (ESIB)	http://www.esib.org/
European Students' Forum (AEGEE)	http://www.aegee.org/
International Federation of Medical Students' Associations (IFMSA)	http://www.ifmsa.org/
Organisation of Latin American Students (OCLAE)	
International Young Catholic Students (IYCS)	http://www.iycs-jeci.org/
International Young Democrat Union (IYDU)	http://www.iydu.org/
International Federation of Liberal Youth (IFLRY)	http://www.iflry.org/
International Union of Socialist Youth (IUSY)	http://www.iusy.org/
Balkan Children and Youth Foundation, Macedonia	http://www.balkanyouth.org/
All-China Youth Federation, China	http://www.acyf.org.cn/english.htm
National Youth Council, Azerbaijan (NAYORA)	http://www.nayora.az/
National Youth Council of Namibia	http://www.youthcouncil-namibia.org/
Malaysian Youth Council	http://www.belia.org.my/
The National Council of Swedish Youth Organisations (LSU)	http://www.youthinteraction.net
Finnish National Youth Council (ALLANSI)	
Youth for Sustainable Development Assembly, The Philippines	http://www.ysda.org/
Youth Development Network, South Africa	http://www.ydn.org.za/
LEAP Africa, Nigeria	http://www.leapafrica.org/
Fundacion Impulsar, Argentina	http://www.fundacionimpulsar.org.ar/
Instituto de Apoyo al Movimiento Autónomo de Mujeres Campesinas, Peru	
Instituto Libertad y Democracia (ILD)	http://www.ild.org.pe/homecast.htm

OTHER PARTNERS

AFRICATIP	http://www.africatip.org/
AGETIPE/Senegal	
ASEAN Secretariat	http://www.aseansec.org/
Association of Volunteers in International Service (AVSI)	http://www.avsi-usa.org/
Association Planète des Jeunes	http://www.planete-jeunes.org
Development Gateway	http://www.developmentgateway.org/
Dräger Foundation Munich/Lübeck	http://www.draegerstiftung.de/
The Forum for Young Global Leaders	http://www.younggloballeaders.org
German Society for Technical Cooperation	http://www.gtz.de/en
ImagineNations Group	http://www.imagenations.org
International Business Leaders Forum (IBLF)	http://www.iblf.org
International Center of Research for Women (ICRW)A	http://www.icrw.org/
International Chamber of Commerce (ICC)	http://www.iccwbo.org/
International Confederation of Free Trade Unions (ICFTU)	http://www.icftu.org/
International Cooperative Alliance	http://www.coop.org/
International Organisation of Employers (IOE)	http://www.ioe-emp.org/
International Vocational Education and Training Association (IVETA)	http://www.iveta.org/
International Youth Foundation (IYF)	http://www.iyfnet.org/
International Youth Parliament (IYP)	http://www.iyp.oxfam.org/
Junior Chamber of Commerce	
l'Emploi des Jeunes (Mali)	
Manpower	http://www.manpower.com/
People-to-People Exchange: Asia-Europe Foundation	http://www.asef.org/
Phillipine Resources for Sustainable Development	http://pcsd.neda.gov.ph/pcsd.htm
Rotary Clubs International	http://www.rotary.org/
Schwab Foundation for Social Entrepreneurship	http://www.schwabfound.org/
Social Science Research Council	http://www.ssrc.org/
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