



International  
Labour  
Organization

# WHAT WORKS TO BOOST LABOUR DEMAND FOR YOUTH: THE ROLE OF STRUCTURAL TRANSFORMATION

Regional Workshop

21-23 October 2015  
Livingstone, Zambia



## Agenda

**Wednesday, 21 October 2015**

|               |                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9:00 – 9:30   | <b>Arrival and registration</b>                                                                                                                                                                                                                                                                                                                                                         |
| 9:30 – 09:40  | <b>Introduction of the participants</b>                                                                                                                                                                                                                                                                                                                                                 |
| 9:40 – 10:15  | <b>Opening Session</b><br><b>Nkole Chishimba</b> , Zambia Congress of Trade Union, <b>Harrington Chibanda</b> , Zambia Federation of Employers, <b>Aeneas Chapinga Chuma</b> , ILO's Assistant Director-General and Regional Director for Africa, and <b>Hon. Fackson Shamenda</b> , Minister of Labour and Social Security of the Republic of Zambia.<br><b>Presentation of agenda</b> |
| 10:15 – 10:45 | <b>Group photo and coffee break</b>                                                                                                                                                                                                                                                                                                                                                     |
| 10:45 – 11:15 | <b>Ice breaker</b>                                                                                                                                                                                                                                                                                                                                                                      |
| 11:15 – 12:30 | <b>Setting the context: Youth employment in Sub-Saharan Africa</b> <ul style="list-style-type: none"><li>○ Discussion on youth employment trends and future prospects in Sub-Saharan Africa, Louise Fox, Consultant and Sara Elder, Chief Technical Advisor, Work4Youth, ILO</li><li>○ Question &amp; Answer</li></ul>                                                                  |
| 12:30 – 14:00 | <b>Lunch break</b>                                                                                                                                                                                                                                                                                                                                                                      |
| 14:00 – 15:00 | <b>Introduction to the topic of structural transformation: Potential and challenges for productive employment creation in the region</b> <ul style="list-style-type: none"><li>○ Bruno Losch, Agricultural Research and Development (CIRAD)</li><li>○ Question &amp; Answer</li></ul>                                                                                                   |
| 15:00 – 15:30 | <b>Coffee Break</b>                                                                                                                                                                                                                                                                                                                                                                     |
| 15:30 – 17:00 | <b>Group work</b><br><br>Discussion on national examples of strategies that emphasize agricultural diversification, service sector growth, green growth, natural resources policy or other areas of sectoral or regional strategies to boost labour demand.                                                                                                                             |
| 19:00 – 21:00 | <b>Reception hosted by Aeneas Chapinga Chuma, ILO's Assistant Director-General and Regional Director for Africa.</b>                                                                                                                                                                                                                                                                    |

## Thursday, 22 October 2015

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|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9:30 – 9:45   | <b>Recap of Day 1 and introduction to agenda for Day 2</b>                                                                                                                                                                                                               |
| 9:45 – 11:00  | <b>How to tackle the new emerging rural Africa? Realities of the rural non-farm economy, diversifying livelihoods and what it means for public policies</b> <ul style="list-style-type: none"><li>○ Bruno Losch, Agricultural Research and Development (CIRAD)</li></ul> |
| 11:00 – 11:30 | <b>Coffee break</b>                                                                                                                                                                                                                                                      |
| 11:30 – 12:30 | <b>Approaches for rural diversification: Case studies</b> <ul style="list-style-type: none"><li>○ Orient Muloongo, ILO-FAO Rural Youth Enterprise for Food Security Project</li><li>○ Daniel Dauro Bagaje, Ethiopian Agricultural Transformation Agency (ATA)</li></ul>  |
| 12:30 – 14:00 | <b>Lunch break</b>                                                                                                                                                                                                                                                       |
| 14:00 – 15:30 | <b>Approaches for rural diversification: Case studies</b> <ul style="list-style-type: none"><li>○ Judith Enene and Thierry Palata, International Institute of Tropical Agriculture (IITA)</li><li>○ Hopolang Phororo, Economic Empowerment of Rural Women</li></ul>      |
| 15:30 – 16:00 | <b>Coffee Break</b>                                                                                                                                                                                                                                                      |
| 16:00 – 17:00 | <b>Bringing social protection to rural economies</b> <ul style="list-style-type: none"><li>○ Presentation and discussion of good practices, Victoire Umuhire, Social Security Specialist, ILO</li></ul>                                                                  |

## Friday, 23 October 2015

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|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9:30 – 9:45   | <b>Recap of Day 2 and introduction to agenda for Day 3</b>                                                                                                                                                                                                                                              |
| 9:45 – 11:00  | <b>The role of skills anticipation &amp; matching in facilitating structural transformation</b> <ul style="list-style-type: none"><li>○ Building blocks of a good system conducive to matching supply and demand of skills and presentation of STED methodology in Malawi – Naomi Litini, ILO</li></ul> |
| 11:00 – 11:15 | <b>Coffee break</b>                                                                                                                                                                                                                                                                                     |
| 11:15 – 12:30 | <b>Group work on the role of Ministries of Labour in structural transformation and coordination mechanisms</b> <ul style="list-style-type: none"><li>○ Hopolang Phororo, ILO Harare</li></ul>                                                                                                           |
| 12:30 – 14:00 | <b>Lunch break</b>                                                                                                                                                                                                                                                                                      |
| 14:00 – 15:15 | <b>Wrap up of the Group work and conclusions</b>                                                                                                                                                                                                                                                        |

## **Speakers' bios**

### **Sara Elder**

Sara Elder is a Labour Economist, working with the ILO since 1999. Focusing on areas of labour market information and youth employment, Ms. Elder has written several editions of the ILO Global Employment Trends for Youth report and numerous publications on the topic of labour market transitions of young people in developing economies. Sara currently coordinates the Work4Youth Project, a five-year partnership between the ILO and The MasterCard Foundation.

### **Louise Fox**

Louise Fox is currently Visiting Professor at the University of California, Berkeley. Before retirement, Ms. Fox was the Lead Economist of the World Bank for the Africa Region. During her long career at the Bank, she worked on a wide range of topics including the analysis of youth employment, poverty and inequality, and the economics of social service delivery. Her most recent published work has been on the topics of poverty reduction and inclusive growth, the political economy of poverty reduction, and on employment, labor markets, and labor regulation, all with respect to Sub-Saharan Africa. In 2014, she co-authored the World Bank publication, Youth Employment in Sub-Saharan Africa.

### **Naomy Kanyemba Lintini**

Naomy Lintini is a private sector development specialist with a passion for supporting enterprises to secure sustainable business solutions. She has been involved in enterprise development, skills development and project management for over 20 plus years. Naomy holds a Masters Degree in Business Administration. Her professional experience includes designing and managing programmes that foster sustainable enterprise development, entrepreneurship as a career option for young people, and providing policy advice to regional bodies, national governments and development organisations. She has been actively involved in supporting private sector firms to implement pro-poor business models. As a master trainer, business coach and mentor, Naomy's ambition is to promote the competitiveness and sustainability of small and medium enterprises by among other things, facilitating their integration into main stream value chains and market systems. She is currently based in Lilongwe, Malawi, where she works for the International Labour Organization as Chief Technical Advisor for a Project that is promoting skills for trade and economic diversification.

### **Bruno Losch**

Bruno Losch is a lead researcher at Cirad (Centre de coopération internationale en recherche agronomique pour le développement, Environment and Societies Department, ArtDev joint research unit) where he develops research on agricultural change, regional development and economic transition issues. He was in charge of Cirad's Family Agriculture Program (1998-2002) and joined the World Bank after a visiting scholar position at the University of California–Berkeley. Between 2005-2011, he led the RuralStruc Program on structural transformation and rural change—a joint initiative of the World Bank, IFAD, and the French government, which developed demo-economic research based on rural household surveys in seven countries of Africa and Latin America and micro-macro analyses with a specific focus on employment. He collaborates with NEPAD and provided support for the implementation of its new Rural Futures program, including the publication of an atlas on the Emerging new rurality in Africa (2013). He was recently in charge of the scientific coordination of the thematic chapters of the Africa Economic Outlook 2015 (OECD-AfDB-UNDP) on regional development. He holds a Master's in political science and in geography and a PhD

in economics. He has published extensively in the field of rural studies, family agriculture, public policies, and the political economy of development. He is a member of the scientific and technical committee of the French Global Environment Facility (FFEM).

### **Hopolang Phororo**

Ms Hopolang Phororo is the Director for the ILO Country Office in Harare. She has worked for the Government of Lesotho in the Ministry of Agriculture, Cooperatives and Marketing as a Marketing Officer; in academia, at the Institute of Southern African Studies (National University of Lesotho) as a Research Fellow, undertaking research on agriculture and socioeconomic issues; and at UNDP, as a National Programme Officer in the Office of the Resident Coordinator. Subsequent to that, Ms Phororo worked for four years as a Researcher at the Namibian Economic Policy Research Unit (NEPRU), where she undertook research on HIV/AIDS; socioeconomic and agriculture topics. She has worked for more than ten years in the ILO, as a Decent Work Focal Point Officer and Youth Employment Specialist in the Regional Office for Africa In Addis Ababa; and as the Deputy Director for the ILO Dar es Salaam Country Office in Tanzania. She has published several working papers and selected articles and chapters in books on HIV/AIDS, youth employment and agricultural marketing related topics. Ms Phororo is passionate about mentoring and coaching women, particularly as a response in the fight against gender based violence. She holds a Masters Degree in Agricultural Economics from the University of Illinois at Urbana Champaign in the United States.

### **Susana Puerto**

Based in Geneva, Switzerland, Ms Susana Puerto is a Senior Youth Employment Specialist at the International Labour Organization supporting the work of the Office on impact research in youth employment. She recently held the position of manager of the Youth Employment Network, a partnership bringing together the UN, the ILO, and the World Bank in the pursuit to find innovative durable solutions to the youth employment challenge. Susana is a labour economist with extensive expertise in youth employment and the design and evaluation of active labour market programmes, particularly in developing economies. She has worked on social protection and labour issues for different multilateral organizations and carried out a wide range of research studies. Susana holds an M.A. in Economics from Georgetown University.

### **Victoire Umuhire**

Victoire Umuhire is a lawyer and social protection policy officer within the Social Protection Department at the International Labour Office (ILO) in Geneva. She has a passion for the rule of law and human rights perspective of development. She is keen on supporting African countries develop policies and strategies that put inclusive development at the heart of their socio-economic agenda. Victoire holds a Law Degree (LLB) from the Université de Sherbrooke and a DESS / JD from the Université de Montréal, Canada. She is a member of the Québec Bar Association since 2013. Before joining the ILO, Victoire worked for Quebec Revenu and the Commission des droits de la personne et droits de la jeunesse. Victoire joined the ILO first as an intern in 2013 with the Social Protection Department and stayed on as a social protection policy officer and legal officer working on both legal matters, related to the application of Social Security Standards, and technical assistance to national policy formulation. With regards to her work on Africa, Victoire is currently supporting the AU on the Social Agenda for the AU'S Agenda 2063. She is also providing technical assistance to country programmes programs, namely in Niger (SPF) and in Ethiopia (Employment Injury Insurance and Pension).