

e-Nchito

Voice of Concern: A Call to Action!

Newsletter Features

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Hello!

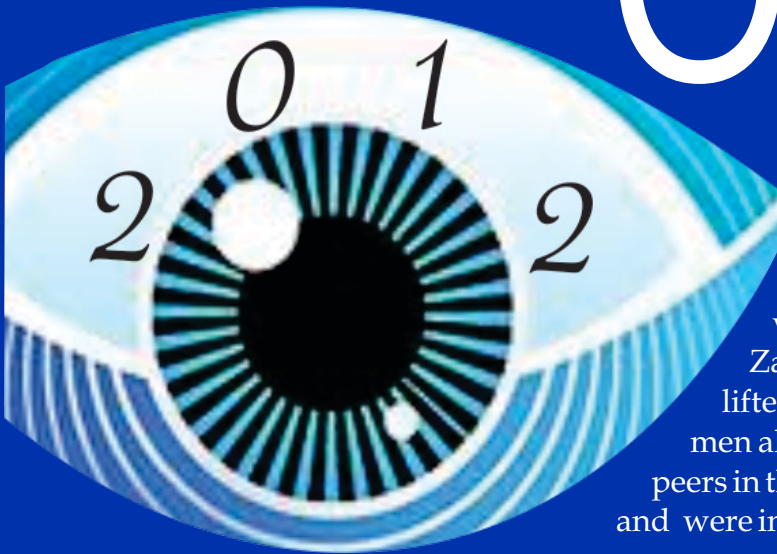
The newsletter is meant to highlight the initiatives being undertaken by the various stakeholders in youth employment in Zambia including, the Government, local and international development partners and the young people themselves!

In this issue we will share with the readers the stories of young women and men who are also following their dreams, driven by their passion for their chosen careers, they are not only inspiring change amongst their peers but also sharing their skills with others and creating opportunities for fellow youth.

QUOTE

"Today we have the largest generation of young people the world has ever known. They are demanding their rights and a greater voice in economic and political life. We need to pull the United Nations (UN) system together like never before to support a new social contract of job - rich economic growth. Let us start with young people!" - UN Secretary-General Ban Ki-moon

Outlook



The year 2012 saw the first full year of a new Government in power ushered in by a large youth vote. Expectations were and are still high. One victory was followed by another when the Zambia national team, the Chipolopolo, lifted the 2012 Africa Cup. Young women and men all around the country identified with their peers in the national team and were inspired to pursue their dreams.

Over and above, the youth employment challenge in Zambia, like any other African country remains a critical concern to be addressed. The Government has therefore called upon various stakeholders including the UN System in Zambia, the Commonwealth Youth Programme, SNV, MasterCard Foundation, Africa Development bank and other cooperating partners to provide support towards the development of a necessary analytical framework through Policy Review, the design of models and strategies that will create decent employment opportunities for young men and women in both the formal and informal economy.



Youth Employment – Rising to the challenge

ILO Youth Employment Project in Zambia

The ILO Lusaka Office has in place a Youth Employment project which is funded by SIDA and is working closely with the Ministry of Youth and Sport to develop and implement responsive and sustainable youth employment interventions. The new Youth Employment project has an overall objective of supporting the implementation of the National Youth Policy.

The project was developed as a response to the youth employment challenges faced by youth employment actors in creating decent work opportunities as well as the challenges cited among young women and men themselves. In addition it is a continuation of the previous Youth Employment Project that was implemented by the ILO from 2009 to 2010. Embedded in the development of the project is the good working relationship enjoyed by the ILO and the Ministry of Youth and Sport which also has youth employment creation high on its agenda.

The project was developed to provide youth employment technical support to the government and key stakeholders in a number of areas, first, it will work to strengthen the framework for youth employment promotion in Zambia through data based decisions/plans. This will be premised on a nationwide School to Work Transition Survey (SWTS) that has been commissioned by the ILO in collaboration with the Ministry of Youth and Sport and the Ministry of Labour and Social Security and funded by Master Card Foundation.

Secondly, the project will support the review of the effectiveness of policies, programmes, strategies and regulatory framework for youth employment, skills development and empowerment in Zambia.

Thirdly, the project intervention aims to improve and stimulate the demand for Business Development Services among young women and men for entrepreneurship development and facilitate access to finance and markets for this target group as a means of promoting of self-employment.

Last but not the least, the project seeks to increase awareness and knowledge on youth employment challenges and show-case good practices by key stakeholders, including Government, young women and men, youth associations, ILO social partners i.e. Employers and Workers Organizations, civil society, academia, donors and the general public.

The project is Coordinated from Lusaka by Mr. John Banda and Ms. Milensu Kapaipi with the Technical Support of the Program Unit-Lusaka, Youth Employment Program (YEP) - Geneva and Regional Office for Africa (ROAF)-Addis Ababa.

For more information on the ILO in general please visit <http://www.ilo.org/global/lang-en/index.htm> or <http://www.ilo.org/public/english/region/afpro/lusaka/> for more information on the ILO Office for Malawi, Mozambique and Zambia.

The project will work to strengthen the framework for youth employment promotion



Excerpt from speech by ILO Director General

“There is no-one-size-fits all approach that is applicable to every country, but a multi-pronged strategy that is based on pro-employment macroeconomic policies, skills development, labour market policies, youth entrepreneurship and labour rights, by addressing these issues we can help young people in their transitions to decent work” - Mr. Ryder, ILO Director-General.

The 2012 National Youth Employment Promotion Event

In 2012 addressing the youth employment challenge emerged as a top priority not only in Zambia but also in many countries around the world. At the ILO's annual International Labour Conference (ILC) His Excellency President Michael Sata was invited to give a key note address at the conference where promoting decent work opportunities for young women and men was one of the key topics of discussion. This dialogue was also promoted at national level with 50 countries around the world holding a number of events such as the National Youth Employment Promotion Event (NYEPE) that took place in Lusaka, Zambia. The purpose of these events was to shape a forum for young people, policy makers, employers' and workers' organizations to discuss the way forward on youth employment issues and develop concrete measures on how to create decent work for young people and others.

In Zambia, the NYEPE took place during the Youth week celebrations from 6-7 March 2012 in Lusaka. The event was organized in cooperation with the Ministry of Youth and Sport (MoYS) and the Ministry of Commerce Trade and Industry (MCTI).

Six topical issues were chosen to be the subject of debate:

- ✧ Youth employment policies in national

development agendas

- ✧ Apprenticeships, internships and other work-experience programmes
- ✧ Youth entrepreneurship and self-employment
- ✧ Social dialogue
- ✧ Partnerships and networks for youth employment and
- ✧ Rights at work

The debates were conducted as interactive sessions where experts held discussions around the thematic areas with young people and other youth employment actors with a view to identifying recommendations and opening up the dialogue and producing profiles of best practices on youth employment. Before the end of the conference the young women and men presented a communique to the conference participants including government officials and other key stakeholders present.

The NYEPE combined the dialogue platform where young people interfaced with key decision makers and a Young Entrepreneurs Exhibition (YEE). The events were designed to complement each other in that the young entrepreneurs had a chance to participate in the debates, at the same time debaters were being drawn to the exhibition stands where they could see and learn from their fellow youth who had created employment for themselves and others.

Photo:
Youth Employment
Zambia sharing
experiences with YEF
at ILO in Tanzania



2012 Careers Expo

With the high levels of youth unemployment globally, it is pleasing to note that different players have risen to the challenge of youth employment by undertaking various activities. Ministry of Education, Science and Vocational Training and Early Education (MESVTEE) in conjunction with Junior Achievement Zambia with organizational support from Image-Promotions organized the 2012 Careers Expo that was opened by the First Lady Dr Christine Kaseba-Sata on Wednesday 5th September 2012 in Lusaka at the New Government Complex main hall. The Expo attracted over 40,001,200 young men and women the majority of whom were in Grades 11 and 12. This is the fifth year that the Careers Expo has been running since it started in 2008. In 2011, the Expo attracted well over 3, 000 attendees and is expected to surpass this number to reach 5, 000 for 2012. The Expo brought together students, prospective employees and employers to discuss employment opportunities available and the required skills.

This was the first year the ILO participated in the Careers Expo through Youth Employment Project that was promoting self-employment through entrepreneurship as a career option for young women and men. The project exhibited information on various aspects of decent work and entrepreneurship and also organized a presentation on entrepreneurship which included a young entrepreneur, Mutoba Ngoma who spoke about the challenges and rewards of being a young entrepreneur in Zambia. During the three days of the expo, a lot of young women and men flocked to the ILO Youth Employment booth to find out about employment and internship opportunities with the ILO as well as what the Youth Employment Project had to offer.

The Guest of Honour, Dr Christine Kaseba-Sata humoured and informed the young people with stories about her journey towards qualifying to be a Medical Doctor, her specialization is in obstetrics and gynaecology. She talked about the discipline it takes to successfully complete a medical degree and also

the challenge of foregoing many social interaction activities with peers in the pursuit of the dream to wear a "white doctors' coat". Of course after the challenges she talked about the rewards of being a doctor



The First Lady, Dr Christine Kaseba-Sata addresses young people during the 2012 Careers Expo



ILO Youth Employment National Project Coordinator explaining the Youth Employment Project to the First Lady, Dr Christine Kaseba-Sata and LeeAnne Singh, the Expo organizer

including saving people's lives, helping bring life into the world, contributing towards improving the general health and well-being of others and of course, getting unexpected upgrades from economy to business class on commercial flights!

To close the official opening, the first lady visited the stands to get an impression of exactly what the different organizations, companies and training institutions are doing to promote employment and career options for young people. The Expo also included multiple and concurrent presentations from over 12 professional organizations in Zambia including engineers, marketers, farmers, accountants, ICT, human resource management and development professionals.

The First Southern Africa Youth Entrepreneurs' Expo



Guest of Honour, Mr. Matoka admiring leather sandals and slippers at the stand of one of the winning entrepreneurs

The International Labour Organization (ILO) Youth Employment project supported the Alliance for Young Entrepreneurs (AYE) of Zambia to host the first Southern Africa Youth Entrepreneurs Expo at the Government Complex from 13th to 15th September 2012. The Expo was developed and driven by young people themselves through

the Zambia Development Agency (ZDA) and the Ministry of Youth and Sport with a view to promoting enterprise development among young women and men through innovation, networking, idea exchange, business linkages and joint ventures with large companies and corporations.

The Expo was the first to be held of what is hoped will become an annual event that will bring together young entrepreneurs from different countries from the Southern Africa Development Community (SADC) region to come and exhibit their products and services and also make presentations on how to do

business in their countries. Guest of Honour Windu Matoka - Director Micro Small and Medium Enterprises (MSMEs) at the Zambia Development Agency (ZDA) encouraged the young entrepreneurs to visit the ZDA Export Division in order to access support that would enable them to grow their export processing capacity.

Over 30 young entrepreneurs exhibited various goods including processed vegetables, cotton, furniture, jewellery, artifacts, leather products, designer clothes and information communication technology based services and products. The exhibitions were of high quality and met international standards with the majority of exhibitors coming from the Copperbelt and North Western provinces. Many of the businesses that participated showed potential to expand and venture into export market given the necessary support. The ILO Youth Employment project sponsored five awards for exhibitors in five categories. Each one won a chance to participate in entrepreneurship training programmes being facilitated by the project.

"ZDA encouraged the young entrepreneurs to visit the ZDA Export Division in order to access support that would enable them to grow their export processing capacity"



Chairs made by a young entrepreneur on exhibition at the Expo

the AYE and received support from

Business Skills Training to Access the National Youth Fund



YOUTH and Sport Minister Chishimba Kambwili

The 2012 Youth Development Fund (YDF) was re-launched by the Minister of Youth and Sport, Honourable Chishimba Kambwili, who emphasized the need for the fund to reach the young people in time. The Ministry of Youth and Sport in partnership with the National Youth Development Council immediately begun the process opening up the fund application process. Responding to the concerns of some young women and men, the National Youth Development Council (NYDC) designed an application preparation training to assist young people who expressed having faced difficulties in filling out the loan application forms. The NYDC conducted pre-loan application training workshop over a

three day period from 18th to 20th October 2012 at Kalingalinga Youth Resource Centre in Lusaka with the support of the Youth Employment project of the International Labour Organisation (ILO). A total of 101 youth (72 males and 29 females) aged between 18 and 35 attended the training and were drawn from youth associations and organizations while others were individuals with existing businesses or intending to start a business.

The training was guided by three objectives,

- ✧ To explain the criteria for accessing the Youth Development Fund loan
- ✧ To assist the participants better understand the loan application form
- ✧ To explain other related forms such as the Undertaking of Guarantee Form

Before the end of 2012 the Ministry of Youth and Sport had dispersed funds to about 800 young people and youth groups in the form of loans and grants.



Youths at GET-Ahead training in Ndola

Africa Youth Panel

In October of 2012, the African Youth Panel (AYP) held its Southern Africa Regional meeting the Commonwealth Youth Programme Africa Centre, in Lusaka. The meeting was made possible through the support of DANIDA (Denmark) and the International Labour Organization (ILO) Lusaka Office.

The meeting was held under the theme, 'The Road towards Youth Participation in Africa's Development' and was meant to be a platform for young people to deliberate on development issues affecting them on the continent. The 35 young women and men had discussions focused on four key areas, that is, Governance, Youth Involvement, Unemployment and Creating Linkages/networks among the AYP members with a view to sharing ideas, best practices and experiences from young women and men from Southern Africa.

Participants did not only discussed the challenges but also identified solutions to address them, among them; the need to improve access to finance for young entrepreneurs and improved management of revolving funds for young people. Another recommendation pointed out that skills development programs and interventions should start from childhood to adolescence and finally adulthood, which should be clearly linked to ensure continuity in development of skills as part of lifelong learning. Another recommendation concerned promoting entrepreneurship from an early age as well as making the necessary business development services available and accessible.

In addition, the young people called on their governments to put in place national policies on apprenticeship and internship programmes in partnership with employers and other concerned national partners.

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Finding Space

... for Youth in Trade Unions and Creating Decent Work Opportunities

Realizing the fact that young people are the future of the trade union movement, the Norwegian Confederation of Trade Unions (LO-Norway) in conjunction with the Zambia Congress of Trade Unions (ZCTU) organised a Youth Conference on “Finding Space for Youth in Trade Unions and Creating Decent Job Opportunities Amidst a Global Financial Crisis”. The conference was held from 11-14 November 2012 in Livingstone, Zambia and drew participants from Malawi, Mozambique, Norway, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe.

The conference was held with the following objectives in mind:

- ✧ to provide a platform for young workers and youths in general to discuss, interact and exchange views on claiming their space in trade unions and strategize on inclusiveness and how to effectively contribute to trade unions' growth and development of its policies;
- ✧ to strategize on youth empowerment and identify roles of trade unions, employers and government in creating an enabling environment for sustainable and decent

jobs; and

- ✧ to brainstorm on activities for implementation at national level.

One of the best practices shared was LO-Norway's approach to ensuring that young workers are aware of their rights and that these rights are being respected. Every year more than 600 LO youth are involved in visiting over 5000 enterprises and these inspections are guided by the following principles:

- ✧ Every worker has the right to a written contract of employment no matter how short the period of employment
- ✧ Employers are obliged to provide all the training needed to carry out the job and employees should be compensated for their labour during the training period
- ✧ Every worker has the right to receive a pay slip with a full breakdown of their salary or wages
- ✧ Every worker has the right to unemployment benefits as long as they qualify for this entitlement
- ✧ Every worker is entitled to a written reference on leaving a job
- ✧ Every paying LO member has access to legal aid from a lawyer through their trade union at no fee, regardless of income level.

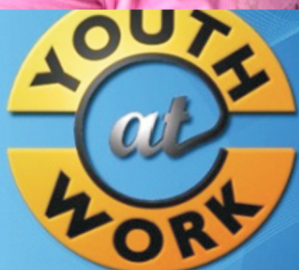
Roan Youth Ceramics



In 2009, the ILO implemented a quick impact intervention in Luanshya in order to mitigate the effect of the global financial crisis on vulnerable groups including young women and men and retrenched workers in Luanshya. One of the beneficiaries of that intervention was Roan Youth Association which was supported with ceramic production skills that they used to produce ceramic insulators, candles sticks and ceramic table ware. In 2012 another opportunity arose to train the young people in ceramic production but this time in the production of ceramic VIP latrine pans. This opportunity was presented by African Ceramics, a local company which produces a wide range of ceramic products and was looking to build the capacity of a sub-contractor that would partner with them to

supply a large order of VIP latrine pans. The ILO facilitated a skills training workshop for 25 young women and men belonging to Roan Youth Association that was conducted by African Ceramics.

Over ten days the trainers took the young women and men through the training starting with theory and diving into practical work on day three with emphasis on precision and quality being built into the participants throughout the training. By the last day of training the trainees were able to perfect their techniques and their samples were fired in an electrical kiln and were ready for use. Following the training, the young women and men joined together to produce VIP latrine pans which they supply to African Ceramics and are able to earn a living to support themselves and their families.



Building entrepreneurs through partnerships - ILO and Zambia Breweries

The number of young people entering the job market in Zambia every year is very high compared to the number of jobs being created in the formal economy. This has resulted in high levels of unemployment not only among young people who have dropped out of the education system but even those that have successfully completed formal education training. The ILO recognises this challenge and has over the years been targeting young women and men to encourage them to consider alternative pathways to employment mainly through entrepreneurship.

To this end, the ILO has developed several entrepreneurship development materials and has even gone further to adapt a manual specifically for young women and men called Gender and Entrepreneurship Together (GET) Ahead for Youth. In December 2012 the ILO Youth Employment project conducted a training workshop at the Ndola Catholic Youth Centre that was attended by 31 young people from Mackenzie Community Centre (Ndola), Yew Tree Association (Kitwe) and Roan Youth Association

(Luanshya).

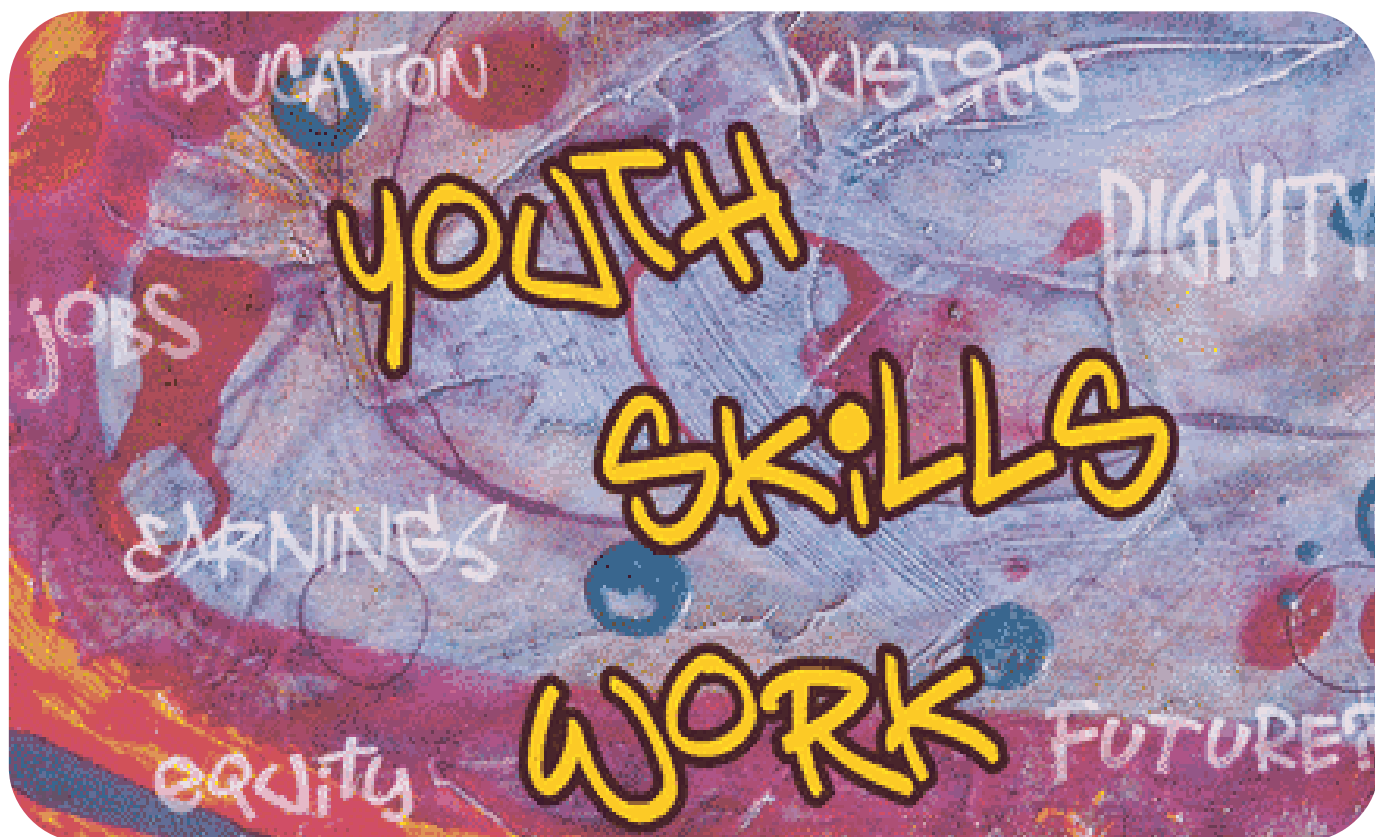
This was no ordinary training activity because the ILO partnered with Zambia Breweries who provided in kind assistance to the young aspiring and established entrepreneurs in the form of vending trolleys, complete with two crates of soft drinks and a block of ice. This approach to enterprise development is meant to ensure that the young women and men entrepreneurs who have undergone training are able to realise their full potential and can right away start practicing some of the skills and competencies that they learned during the training. Zambia Breweries provided ten trolleys to the young women and men from Ndola, another ten to those from Kitwe and five to the group from Luanshya. Representatives from Zambia Breweries addressed the young women and men before handing over the trolleys and soft drinks. Zambia Breweries was represented by the North District Manager – Mr Michile, the Corporate Affairs Specialist - Mr Japhet Banda and Soft Drinks Sales Manager – Mr. Yoram Majariwa.



Participants of a training workshop at the Ndola Catholic Youth Centre



Youth Employment and Empowerment Study



In 2012 the Ministry of Youth and Sport commissioned a Youth Employment and Empowerment Study in order to provide a situation analysis of youth employment trends, skills development and empowerment programmes in Zambia.

SIDA and the International Labour Organization (ILO) are providing the Ministry of Youth and Sport with technical and financial support towards the 'Review the policy and regulatory framework for youth employment, skills development and empowerment'. This review will inform the medium and long term strategy development on youth employment and contribute to the development of a National Action Plan on Youth Employment.

A team of consultants was selected to conduct the study and present a detailed report reviewing the effectiveness of policies, programmes, strategies and regulatory framework for youth employment, skills development and empowerment in Zambia. The consultants are expected to produce the final report by March 2013 following a national consultations and a validation meeting.

The report is expected to outline the main policy areas and their implications as well as provide recommendations on the range of policy options, recommend alternative approaches, programmes and strategies to address youth employment and an improved regulatory framework.

The School to Work Transition Survey (SWTS)

It is a recognized fact that youth employment is a precondition for poverty eradication and sustainable development. For over a decade the youth employment trends have shown that young people suffer higher unemployment levels and their job quality is lower than that of other age groups. The failure to fully and successfully integrate young women and men into the world of work can have long lasting effects on occupational patterns and incomes over their life course.

The school to work transition refers to the length of time between exit from the education system (either upon graduation or early exit without completion) to the first entry into stable employment.

The survey will contribute towards the identification of the nature and extent of the youth employment challenge in Zambia and will form a basis for formulating evidence-based integrated interventions. The data generated by the study will inform on where blockages exist that prevent sufficient job creation to absorb young labour market entrants and Governments will be better prepared to design effective policy responses.

By developing the evidenced-based responses, the Government and stakeholders will be able to facilitate an improved school-to-work transition (or work to school transition for youth previously engaged in child labour) which is a key first step in overcoming the difficulties in finding and maintaining decent jobs.

The school to work transition refers to the length of time between exit from the education system (either upon graduation or early exit without completion) to the first entry into stable employment.

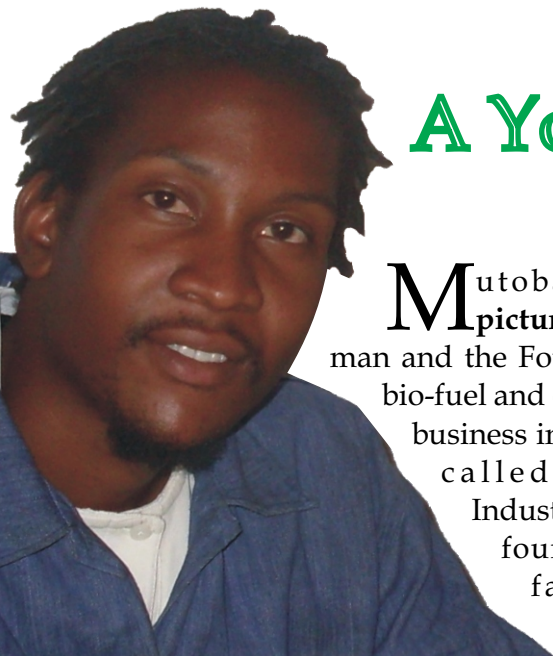
The SWTS will provide sex aggregated data on key labour market indicators on youth employment in Zambia as well as profile young women and men according to geographical and social economic status.

This will form the basis for fresh labour market information on youth employment and unemployment trends in Zambia.

The Youth Employment project will, in collaboration with the Government, develop an interactive knowledge platform that builds on an existing youth employment actors' and stakeholders database developed by the previous ILO intervention on Youth Employment (2009-2010) that will capture information concerning the impact, results and scalability of past and current approaches.

A Young, Green Entrepreneur

Tapera Bio Industries



Mutoba Ngoma (in picture) is a young man and the Founder/CEO of a bio-fuel and organic products business in Lusaka Zambia called Tapera Bio Industries which he co-founded with his father Captain Gilbert Ngoma in 2006. He was inspired

after watching a documentary on renewable energy in Brazil that prompted him to explore possibilities for producing renewable energy in Zambia.

The first attempts at producing bio diesel from used cooking oil proved to be incredibly challenging, quite often the process ended up producing bio-soap instead of the intended bio-diesel. After several attempts of trial and error, they finally managed to perfect their methods and maximise their bio-diesel production from the vegetable oil. Once they had produced a batch of 50 litres of bio-diesel the next big step was to test it. Fortunately, Mutoba had a friend who owned a diesel fuelled vehicle and was impressed that his friend had taken the initiative to produce it in Zambia. His friend graciously allowed him to fill up his car with the bio-diesel to test it -and it was a success!

This success has not been without its challenges, one of them being the sourcing of their raw material; used cooking oil. Tapera Industries initially obtained the bulk of the used vegetable oil from restaurants in Lusaka, but the supply was unable to keep up with the growing ambition and capacity of the company because they were competing for the used oil with low income households who purchase this type of oil for home consumption. The solution was to cultivate their own bio-energy crops such as Jatropha and castor beans from which they extracted oil. By developing relationships with farmers through outgrower schemes and

working with several farming cooperatives the company has built a strong supplier network.

Tapera has diversified into other product lines in order to adjust to the limited raw material supply and move with market trends. Some of the products include Tapa organic washing powder and Tapa organic liquid detergent. Future endeavours for this young entrepreneur include setting up of a vegetable cooking oil processing plant, which will work with small holder farmers as principle suppliers of the raw materials required such as sunflower

seed and soya beans. Mr Ngoma's intention is that more young people will be empowered by growing vegetable oils seeds for his oil refinery thus they will have a secure market.

Recently, Mr Ngoma took up a seat on the board of directors of the Biofuels Association of Zambia (BAZ); has been consulting with the Alliance of Youth

Entrepreneurs (AYE); participated in the Ministry of Youth and Sport's Entrepreneurs' Expo, winning 1st prize in the Green Technology category as well as 3rd prize (USD 3000) in the 2012Kukula cup business plan writing competition. Mr Ngoma represented Zambia at the 2012 International Labour Conference Youth Forum in Geneva, Switzerland and was also selected to attend the 2012 Ministry of Science and Technology incubator training in Shanghai China.

He was inspired after watching a documentary on renewable energy in Brazil that prompted him to explore possibilities for producing renewable energy in Zambia

"With a staff of 5, including Mr Ngoma, the factory procures and processes on average 3000 litres of used cooking oil into bio-fuel per month. Their customers include local farmers, individual clients and private companies

Mutoba at his biodiesel plant



Custom Hand-made Jewelry

Janet Fredman Designs

Janet Fredman (in picture) is a young lady from Lusaka who loved to work with her hands since her school days. Once she completed her secondary education, she decided to turn her hobby and passion into a career. She attended at Ruth Prowse School of Art in Cape Town and studied goldsmith and jewelry design for three years. After graduation, she returned to Lusaka and started designing and making jewelry for sell. As she became more confident and improved her skill, she decided it was time to create a brand name for her products and so Janet Fredman Designs was born.

She has high ambitions for her company as she intends to make innovative pieces of art in jewelry using earthly materials such as wood, leather and seeds incorporated with metals such as silver, gold, copper and brass. Her dream is to become the best designer and manufacturer of exclusive high quality

and contemporary resizing and custom handmade engraving. Janet has



Her dream is to become the best designer and manufacturer of exclusive high quality and contemporary custom handmade jewellery.

jewelry. All of the products are designed and hand made by Janet who has chosen to use earthly materials because of their unique characteristics. The company also offers services such as polishing, fixing,

plans to employ four young people to assist with marketing and distribution of her products.

This is an example of a young person not only creating employment for others but also contributing to skills development amongst fellow youth.

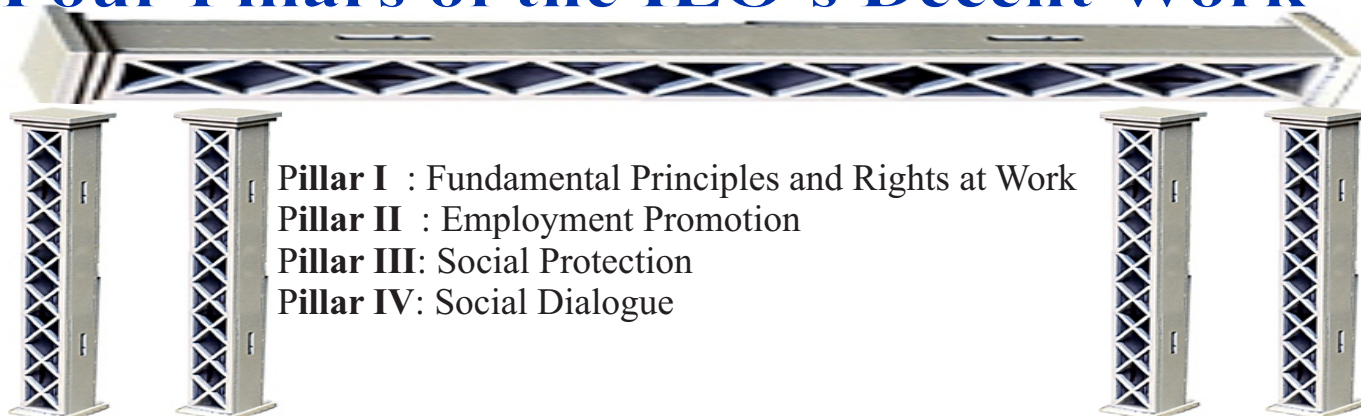
When she started her business, accessing the right tools to make the jewelry was a huge challenge for Janet. In overcoming this challenge, she realized that she would have to start simple by making less capital intensive pieces from beads and use the proceeds to purchase the tools she needed to make more complicated and competitive products.

With time she gained more experience which enabled her to diversify her materials to include wood, stone, leather, silver or gold. The other challenge she faced was convincing people that a young female entrepreneur like herself can make high quality products. With time, Janet Fredman designs has grown and built a reputation that allows the company to compete favourably with imported products and has carved a niche for itself on the custom handmade jewelry market in Zambia.

ILO at a Glance

The ILO is a specialized agency within the UN system in Zambia and is guided in its work by the four pillars of the ILO's Decent Work agenda

Four Pillars of the ILO's Decent Work



Pillar I : Fundamental Principles and Rights at Work
Pillar II : Employment Promotion
Pillar III: Social Protection
Pillar IV: Social Dialogue

These pillars are further appraised to develop country specific priority areas that are captured in the country's Decent Work Country Programme (DWCP). In the 2012-2015 DWCP for Zambia, the priority areas are:

- ❖ Effective application of fundamental principles and rights at work to support equitable and inclusive economic growth in Zambia
- ❖ Effective social dialogue contributes to sound industrial relations and sustained economic growth in Zambia
- ❖ More and better employment opportunities created, with focus on targeted groups
- ❖ Strengthened social protection systems including enhanced HIV and AIDS work place response

The DWCP serves as the main vehicle that drives the ILO's assistance at country level and is developed to provide more coordinated and streamlined support that is anchored in the national priorities as agreed with the constituents and rooted in the national development agenda.

Table 1. Selected Priority decent work indicators for the national monitoring system

Indicators	2005			2008		
	Total	Male	Female	Total	Male	Female
Employment-to-population ratio, 15-64 years (S)	82.47	87.29	77.88	68.60	72.40	64.90
Informal employment (S)	90.91	87.14	94.95	89.00	85.00	94.00
Female share of employment in ISCO-88 groups 11&12 [Legislators and senior officials; Corporate managers]	-	-	39.24	-	-	26.70
Occupational injury rate, fatal	1,364	-	-	982	-	-
Youth not in education and not in employment, 15-24 years (S)	9.64	5.19	13.74	15.50	11.90	19.00
Minimum wage as per cent of average/ median wage	25.47	25.00	26.67	35.07	35.14	34.90
Child Labour as defined by ICLS resolution, by age, sex and economic activity (S)	36.43	37.30	35.55	33.73	34.81	32.63
	1998		2002		2004	
	T	M	F	T	M	F
Working poor (S)*	73.1	70.6	76.1	64.7	63.7	65.9
	2001	2002	2003	2004	2005	2006
			T	M	F	T
Share population aged 55 years and above benefiting from a pension (S)	7.30	7.00	7.20	8.5	16.2	2.0
					11.2	16.7
					2.2	12.3
						18.7
						2.6

*2012 Zambia Decent Work Country Profile, 2012,

The Youth Employment Crisis:

At the 101st International Labour Conference in June 2012 H.E. President of the Republic of Zambia Michael Chilufya Sata was a key note speaker. The youth employment crisis was one of the major issues on the agenda which led to the adoption of a Resolution calling for immediate, targeted and renewed action to tackle the youth employment crisis. The resolution provides a portfolio of tried and tested measures in five areas and underscores the need for balance, coherence and complementarity across the policy measures. The ILO call for action on youth employment calls on governments and the social partners:

- ✧ To foster pro-employment growth and decent job creation through macroeconomic policies, employability, labour market policies, youth entrepreneurship and rights to tackle the social consequences of the crisis, while ensuring financial and fiscal sustainability.
- ✧ To promote macroeconomic policies and fiscal incentives that

support employment and stronger aggregate demand, improve access to finance and increase productive investment – taking account of different economic situations in countries.

- ✧ To adopt fiscally sustainable and targeted measures, such as countercyclical policies and demand-side interventions, public employment programmes, employment guarantee schemes, labour-intensive infrastructure programmes, wage and training subsidies and other specific youth employment interventions. Such programmes should ensure equal treatment for young workers.

For more information on the 101st ILC and to download the resolution adopted on youth employment please visit http://www.ilo.org/ilc/ILCSession/s/101stSession/texts-adopted/WCMS_185950/lang-en/index.htm

... A Call for Action!



Youth EMPLOYMENT network

making it work for youth!



The Youth Employment Network (YEN) is a partnership of United Nations, International Labour Organization, and World Bank. YEN was created in 2001 to mobilize action on the commitment of the Millennium Summit for decent and productive work for young people. YEN is a global platform to prioritise youth employment on the development agendas and to exchange on policies and programs to improve employment opportunities for youth. The Network includes development agencies, governments, the private sector, youth groups and other NGOs.

YEN is managed by a permanent secretariat hosted by ILO in Geneva. The secretariat is primarily a provider of innovative and value-added services for the Network. A specific focus is given to Africa, where the secretariat has a regional offices in Dakar, Senegal and Dar es Salaam, Tanzania.

The Lead Country Network was created in 2001 under a UN resolution and as a joint policy response of the UN, World Bank, and ILO to improve employment opportunities for young people. The YEN Lead Country Network is a group of governments from developing and emerging countries that have voluntarily committed themselves to prioritizing youth employment on their

national policy agendas. The goal of the Lead Country Network is to identify benchmarks for successful youth employment initiatives that can be shared and replicated in peer Lead Countries.

Lead Country Network members participate in a regular “Benchmarking Exercise” and annually report to the YEN Secretariat on the status of selected youth labour market indicators and progress made in terms of policy and institutional arrangements. In exchange for this commitment, Lead Countries are entitled to receive a number of benefits ranging from training on how to compile and analyze labour market information to technical assistance on monitoring and evaluation, and access to information and world-wide best practices.

There are 17 lead countries under the revised Network, which have agreed with the described new framework of benefits and commitments. The group of countries consists of 14 former lead countries that renewed their status during 2009, namely: Democratic Republic of Congo, Ecuador, Egypt, Ghana, Indonesia, Jamaica, Mali, Nigeria, Rwanda, Senegal, Sri Lanka, Syria, Togo, and Turkey. In addition, interest and lobbying efforts made possible the accession of three new lead countries: Liberia, Tanzania, and Zambia. In order to formally introduce the new configuration of the Network and to provide training in the use of the benchmarking tools, YEN organized the Fourth Lead Country Meeting, which took place in Lusaka, Zambia, on 7-8 December 2009.



The Youth Employment Network





Making Decent Work a Reality for Young Women and Men in Zambia

The Youth Employment Project under the ILO will continue to provide technical support to the Government of Zambia and relevant stakeholders to create an enabling environment that will facilitate the creation of decent work opportunities for young women and men.

In 2013, this support focuses on Macro Level interventions that include:

1. The finalization of the study on the Effectiveness of Policies, Programs, Strategies and Legal Frameworks that support Youth Employment
2. The Dissemination of the 2012 School to Work Transition Survey
3. Engagement of Young Women and Men in the Post 2015 Consultative Process- Shaping the future for the next global development agenda
4. The development of knowledge platform of Youth Employment Actors, Interventions and scalable Good practices
5. Review of the Sixth National development Plan Chapter on Youth and Child Development including mainstreaming of youth employment in the sectoral chapters
6. Review of the National Youth Policy and its Action Plan in collaboration with UNESCO
7. Mentorship Program in collaboration with Standard Chartered Bank-Diversity and Inclusion



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