
**The Call for Action on the Youth Employment Crisis:
Technical Cooperation Portfolio**

Africa

Implementing the Call for Action: Priorities of the Africa Region

1. *The youth employment challenge in Africa*

There is no unique determinant of the youth employment challenge in the African region. Rather, a combination of factors contributes to compound a situation that has become a top political priority for the region.¹ The main elements of the challenge as briefly highlighted in this section.

While *demographic growth* has slowed down, especially in the northern and southern parts of the region, there is no decrease in the numbers of youth entering the labour market each year. Africa is currently experiencing a 'youth bulge', where large proportions of the African population are young people, already in the labour force or about to enter it. As a result of this cohort entering the labour force, additional pressure is added to an already tight labour market.

African *economic growth* improved in the first decade of the twenty-first century, the global economic and financial crisis undermined many gains made to the job-poor growth patterns of the pre-crisis era before 2009.² Still, today, many African macroeconomic policies rely too heavily on the export of low value-added commodities and this generally causes an overdependence on a few industries, increasing vulnerability of jobs and reducing the job creation potential.

Despite growing primary and secondary school enrolment rates, the youth labour force remains *low skilled*, particularly in Sub-Saharan Africa. Throughout the continent, countries experiencing low literacy coexist with countries having a tertiary education enrolment rate comparable to that of developed countries (e.g. countries in North Africa).³ However, even in the latter case, the *mismatch* between education and labour market requirements make the transition from school to work a slow one and the labour market favours more experienced workers.

Young people living in rural areas, young women, out-of-school youth and youth living with disabilities remain particularly disadvantaged with respect to their peers. Young women's transition from school to work is typically more protracted compared to young men, especially in the formal economy. This scenario triggers a vicious circle where *marginalization and exclusion of already-disadvantaged youth* are increased due to lack of income; and lack of income in its turn forces vulnerable youth to settle for jobs with poor working conditions (no labour rights, long working hours, low pay and exploitation).

As a result of the above, two trends emerge. First, in sub-Saharan Africa, unemployment rates remain relatively low, as the vast majority of employable active youth cannot afford not to work.⁴ However, these youth regularly suffer from under-employment and lack of decent working conditions. Of the 38.1

¹ More than 20 countries in the African region have ILO CPOs (Country Programme Outcomes) addressing youth employment, reflecting the strong priority given to youth employment in ILO Decent Work Country Programmes.

² ILO, Global Employment Trends for Youth, 2011 Update.

³ In sub-Saharan Africa, tertiary education enrolment rates are estimated at 6.3 per cent, the lowest in the world according to UNESCO (UNESCO Institute for Statistics, online database, table 14).

⁴ The 2013 Global Employment Trends report estimates the Sub Saharan Africa youth unemployment rate at 11.9 per cent.

per cent estimated total working poor in sub-Saharan Africa, young people account for 23.5 per cent.⁵ Young girls tend to be more disadvantaged than young men in access to work and experience worse working conditions than their male counterpart, and employment in the informal economy or informal employment is the norm. Second, in North Africa, unemployment rates (among a generally more educated labour force) are quite high (23.8 per cent estimated in 2012, with a 3 percentage point increase between 2010 and 2011 and a steady increase since 2007) and projected to remain high over the next five years.⁶ Unemployment can arguably be considered to be at the root of the Arab Spring uprisings. At the same time, labour force participation rates for women are the second lowest in the world (33.4 per cent in 2012, right after the Middle East).⁷ Informality is less marked than in Sub-Saharan Africa, but still persistent.

2. ILO's past and on-going cooperation on youth employment in the region

ILO youth employment activities in the African region in the past years have covered three main fields: technical assistance to tripartite constituents, advocacy and knowledge development and dissemination.

In terms of *technical assistance to tripartite constituents* on youth employment, support is mostly, although not exclusively, carried out through technical cooperation projects. Currently, the ILO is implementing youth-employment-specific technical cooperation projects in 27 countries across the African region. This portfolio has a budget of over US\$ 80 million.

Areas of intervention are identified with constituents and vary but include, amongst other things, the following action that is key to address the youth employment challenge:

- Policy advisory services. Such services cover a broad range of activities, from mainstreaming decent work into national and regional development strategies, to legislative advice on fundamental labour standards, to advice on specific topics of interest to the country (e.g. development of national action plans on youth employment or access to finance legislation in the Democratic Republic of Congo, Egypt, Malawi, Mali, Morocco, Senegal, Togo and Uganda);
- Employment services, skills development and labour market training, notably focusing on technical and vocational education, apprenticeship schemes, and tailored services for job insertion of most disadvantaged youth (e.g. in Benin, Burkina Faso, Comoros, Egypt, Liberia, Zambia and Zimbabwe);
- Employment creation, including enterprise and entrepreneurship development support, business development services and labour-based public works (e.g. in Kenya, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Tanzania and Uganda);
- Other areas where interventions are carried out, often in conjunction with one of the above, include: data collection and assistance to national statistical offices, workers' rights (e.g. in Lesotho), migration (e.g. in Mauritania and Senegal), fighting against worst forms of child

⁵ ILO, *Global Employment Trends for Youth*, May 2012.

⁶ The 2013 Global Employment Trends report projections show steady youth unemployment rates until 2017.

⁷ ILO, *Global Employment Trends*, January 2013.

labour), prevention or management of HIV/AIDS in the workplace (e.g. in Kenya and Malawi) and support to young people with disabilities (e.g. in Malawi).

Turning to *advocacy* for youth employment, the ILO is in the process of launching a partnership with the African Development Bank, the African Union Commission and the United Nations Economic Commission for Africa (UNECA) to jointly address youth employment at regional and country levels. Moreover, the ILO's partnership with the World Bank and UN in the global Youth Employment Network has resulted in Africa-focused research and ad hoc projects (e.g. the Youth-to-Youth Fund). The ILO is also active in advocating for youth employment creation, labour rights and employability through dedicated events. Eleven national youth employment events took place across the region between March and April 2012. ILO's advocacy for youth employment also makes use of the media and social networks at regional, sub-regional and country levels.

In terms of knowledge development and dissemination, the ILO's activities relate to youth employment specific initiatives that have been instrumental for broader-scoped research.

Beyond the regional analysis conducted every two years within the report Global Employment Trends for Youth, which allows a comparison of the African situation to that of other regions and an analysis of trends in employment within the region, several other ILO tools are produced and disseminated. The first "Decent Work indicators for Africa" report, which was published in 2012, contains some youth-specific indicators comparing the performance of countries for which data are available. Furthermore, the ILO is currently carrying out school-to-work transition surveys (SWTS) in nine African countries.⁸ Such surveys allow obtaining primary data that are only scarcely available. Regarding policies and programmes, the Region is developing a plan to contribute to the ILO's worldwide database on policies for youth employment (*YouthPOL*). Finally, ad hoc research papers covering youth employment related issues and training material (often translated into local languages) are regularly produced together with the relevant technical units at ILO's headquarters.

3. Priorities for the implementation of the Call for Action in the region

The ILO's priorities on youth employment in the African region are guided by national policy agendas as reflected in the Decent Work Agenda in Africa 2007-15, as well as in the conclusions of the 12th African Regional Meeting of the ILO (2011) which were adopted by African tripartite constituents. Within the areas identified by the 2012 ILC Resolution the following interventions responding to national priorities are identified as follows:

- **Employment and economic policies for youth employment.** At the 316th Session of the ILO's Governing Body,⁹ the Africa group indicated that such policies should consist of 'legislative documents and operational plans providing a coherent and operational framework for youth employment support and respect of fundamental labour rights for young workers'. Development and, in some cases, implementation of such type of plans are included in proposals for Egypt, Libya, Kenya, Mozambique, Tanzania, Tunisia and Zimbabwe.

Alternatively 'job-generating growth policies focusing on youth-friendly sectors and promoting an enabling policy and regulatory environment to facilitate the transition to formal employment

⁸ The Work4Youth project is carrying out School to Work Transition Surveys in Benin, Kenya, Liberia, Madagascar, Malawi, Tanzania, Togo, Uganda and Zambia.

⁹ During their discussion of the 2012 ILC Resolution "The youth employment crisis: A call for action".

and decent jobs’ are proposed in Ivory Coast, Senegal and South Sudan where the focus is, respectively, on public procurement mechanisms in construction work, financial incentives for youth-led artisanal enterprises and cooperatives legislation.

‘Labour-intensive public investment in large-scale infrastructure and public employment schemes are a popular intervention among ILO constituents in Africa. Many times, this priority is the focus in post-crisis situations and includes natural resource and waste management. Proposals for Chad, Ivory Coast, Libya, Madagascar, Mauritania, Somalia (Puntland), and the sub-regional proposal for Burkina Faso and Togo specifically integrate such dimensions, adding activities aimed at ensuring sustainability and long term impact.

‘Data collection through national labour market information systems and monitoring of existing interventions ensuring coherence and coordination while maximizing the expected impact’ are elements of the proposals elaborated for Madagascar, Senegal and Zimbabwe. Particular attention is devoted to the analysis of sectoral trends and the identification of the most suitable niches for youth enterprise creation and skills training.

- Interventions in the domain of **employability and education aimed at facilitating the school-to-work transition**. Priorities for the Africa region consist in ‘improving the links between education, training and the world of work through social dialogue on the skills mismatch and on reforming and upgrading the technical and vocational education systems. The proposal for Zimbabwe, building on the national skills strategy puts the accent on such interventions. Similarly the Mozambique, Tanzania, Togo, Tunisia and sub-regional proposals for Malawi and Zambia emphasize the need for upgrading vocational training and conceive tools designed for the purpose. The Senegal proposal, after identifying a gap in development assistance, proposes to address the need to ‘strengthen and certify formal and informal apprenticeship schemes. Similar interventions are planned for Kenya and Mozambique. ‘Providing a legal and operational framework for internships’ is at the root of the Egypt and Madagascar proposals. ‘Reinforcing the capacity of employment services’ and ‘allowing young people to access career guidance’ is the core of the Egypt and Zimbabwe proposals. Specific interventions in such direction are also proposed for Madagascar and Tanzania.
- Youth-targeted **labour market policies** are the object of the Kenya and Tanzania proposals which aim at designing and reviewing a gender-sensitive National Youth Employment Action Plan and strengthening the capacity of labour market institutions to deliver evidence-based gender-responsive youth employment programmes. The Mauritania and the Senegal proposals specifically include strategies to enhance the transition to formality. Several proposals focus on young people living in rural areas as ultimate beneficiaries: Chad, Malawi and Zambia, Kenya, Senegal, South Sudan, Tanzania.

Interventions aimed at bolstering the labour demand and job creation potential of national economies, focusing on **youth entrepreneurship and self-employment**. Such interventions in the Africa region mostly combine some sort of entrepreneurship training and support with the establishment of business development services and value chain development. Such an approach is adopted in the proposals of Kenya Malawi and Zambia, Mauritania, Senegal, Somalia, South Sudan, Togo. Other proposals generally focus on support to youth entrepreneurship, with a specific focus on rural employment, such as for Madagascar, ensuring capacity building for enterprises operating in rural and peri-urban areas, while also addressing the issue of internal migration. The Africa regional proposal aims at defining the guidelines and good practices in the field of business support services. General promotion of the entrepreneurship culture is the object of the Southern Africa sub-regional proposal. As the issue of access to finance is often mentioned when considering the obstacles to youth entrepreneurship in Africa, several proposals target the problem. Mostly the envisaged interventions consist in designing youth-specific

financing tools in collaboration with relevant financial partners (e.g. for Malawi and Zambia, Mauritania, Mozambique, Senegal, Tanzania, Togo).

- **Right for young people is** an intervention area related to the quality of work of fundamental importance in Africa, notably in sub-Saharan Africa, where most of the youth work. The Mozambique proposal aims at adopting a ‘rights-based approach to youth employment’ by promoting awareness campaigns and training as well as conditioning service delivery to respect labour rights. Other proposals strive to ensure respect of non-discrimination principle (e.g. Tanzania’s is heavily focused on rights of young women, Libya’s calls for young people to be represented in the policymaking process and South Sudan’s aims at protecting the rights of young people as cooperatives members). Tunisia’s proposal includes intervention on social protection in order to incorporate the needs of young people. Finally, a number of proposals include measures aimed at tackling informality and facilitating the transition to formal employment for young people as a means to facilitate the respect of fundamental labour rights (e.g. for Mauritania, Senegal, South Sudan, Togo).

4. Conclusion

The ILO is presenting a set of technical cooperation project proposals that not only directly addresses the problems highlighted in the situation analysis and the priorities identified at the regional, sub regional and national levels, but also explicitly builds on past and existing work, and lessons learned. All the main areas of action of the ‘Call for Action’ are covered across the region, adapting the interventions to the national context and constituents’ preferences. However, not all priorities are covered by each proposal, although a nationally and/or regionally integrated approach is sought. A choice of targets was made and pre-discussed with national constituents. Indeed, every proposal stems from an analysis of local needs, absorption capacity and possibility to complement past and current interventions carried out by the ILO or by other development partners, notably the UN agencies. Cost-effectiveness and sustainability have also been guiding criteria in the design and choice of the proposals, which were finalized through an internal peer review mechanism.

List of Proposed Projects

Title	Geographical coverage	Budget (US\$)
A regional peer review mechanism and guidelines for youth targeted business support services	Regional	700,000
Skills training on road construction for young people in West Africa	Sub-regional	2,600,000
Promoting a culture of youth entrepreneurship in Southern Africa	Sub-regional	2,900,000
Accelerating youth employment in Zambia and Malawi	Sub-regional	6,100,000
Supporting the promotion of decent jobs for youth in Chad	Chad	3,300,000
Decent work for Egyptian youth in priority Governorates	Egypt	6,000,000
Youth employment opportunities through rehabilitation of community areas	Ivory Coast	3,900,000
Youth employment and employability project	Kenya	3,200,000
Placing youth employment at the centre of Libyan recovery process	Libya	3,900,000
National reconstruction and peace-building through youth employment	Madagascar	1,000,000
Green jobs for youth through locally led sustainable waste management and territorial preservation initiatives	Mauritania	3,400,000
Creation of decent jobs for young women and men in Mozambique	Mozambique	3,500,000
Promotion of decent work for young working poor in the artisanal sector	Senegal	2,200,000
Youth employment through natural resource management in Puntland	Somalia	3,000,000
Enhancing youth employment through strengthening cooperatives and economic associations for inclusive growth in South Sudan	South Sudan	3,900,000
The learn and earn project in Tanzania	Tanzania	4,400,000
Project to support rural employment of young people	Togo	4,300,000
Decent work for Tunisian youth	Tunisia	6,000,000
Social and economic inclusion of youth working in the informal economy in Tunisia	Tunisia	1,500,000
Promoting youth employment through career guidance and skills development	Zimbabwe	2,700,000
TOTAL		68,500,000

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	A regional peer review mechanism and guidelines for youth targeted business support services.
Location:	African region
Duration:	2 years
Lead Office:	Regional Office for Africa
Budget:	US\$ 700,000

1. Background and justification

A number of countries in the African region have established government-led (and sometimes financed) schemes to support private business. Some such schemes directly target young people providing a combination of services such as training, business advice, provision of instrumental goods, and access to financial services. The functioning modalities are disparate, as well as beneficiaries, from grants assigned through competitions to pure market-based provision of services for individuals, groups or specific groups of beneficiaries (e.g. young girls, rural youth, and educated youth). While the net impact of such interventions is hardly known (although some evidence exists), good practices as well as some logical methodological steps could still be identified. Given the similarity of context between several African countries, but also given the fact that some countries are more advanced than others in terms of private sector development, there is scope for creating a substantial bulk of knowledge as well as some guidelines. Such material will be instrumental for governments, practitioners, social partners and policy makers on the necessary steps to undertake in order to efficiently and effectively provide business support services.

The ILO is a founding member, along with the African Development Bank, the African Union Commission, and the United Nations Economic Commission for Africa of the “Joint Youth Employment Initiative for Africa” that is in the process of being launched. Amongst the goals of the initiative is the collection and generation of knowledge and information to be shared and disseminated regionally. In particular, activities with a regional scope are: (i) research on youth employment and the effectiveness of youth employment policies, programmes and institutions; and (ii) sharing of knowledge and experience between practitioners and the general public. It is within this framework that the present project proposal has been conceived and designed.

2. Project strategy

The project development objective is to contribute to a more effective provision of business support services for young entrepreneurs. The strategy to realize such objective consists of a three-pronged approach leading to the following immediate objectives:

Immediate objective 1: Stakeholders have a detailed knowledge of business development schemes for young people carried out in the Africa region.

Related outputs:

- Preparation of a background paper on what is currently taking place within the region in terms of business development services for young people, covering approaches, methodologies and results. The research for the paper will cover Francophone, Anglophone and Lusophone countries. It will represent a critical inventory of on-going initiatives.
- Utilization of the paper for discussion during workshops (see below) and as a basis for the practical guidelines to be developed at a later stage. Specific attention to women oriented services and/or impact of young women will be warranted.

Immediate objective 2: Stakeholders' knowledge of good practices on business support schemes is improved through knowledge sharing activities.

Related outputs:

- Two one-week workshops organized, partly cost-shared by relevant institutions across the continent where critical national stakeholders will be invited to participate and share their experiences and lessons learned with the aim of supporting South-South collaboration and knowledge sharing. The workshops will be organized so as to cover in detail each element related to the provision of business support services: type of services provided or to be provided (what types of services, what combination); modalities of provision. Public vs. semi-public vs. private provision, geographical coverage, conjunction with trainings and other services, challenges in dealing with implementing partners, monitoring and evaluation; and how to tailor attention to young people, to young girls and to quality of work/formalization of enterprise, gender related issues, differences between rural and urban provision of services, linkages with value chain development.

Immediate objective 3: Development community benefits from a new tool for the implementation of more efficient and effective business support services.

Related outputs:

- Production and dissemination of concrete guidelines meant to direct governments and policy makers in defining, managing and evaluating the provision of business support services for young people. Such guidelines will present concrete options for interventions and will provide scenario-based guidance according to all the relevant dimensions.

The project will use mainstream media channels to disseminate the findings of the background paper, of the workshops and of the guidelines. Target audience will be stakeholders across the whole world with a special attention to the African continent.

3. Comparative advantage

ILO has a long-standing experience in implementing programmes in Africa to promote youth employment through enterprise development and support. Specific tools have been created for the purpose (e.g. the Start and Improve Your Business training modules or the Know about Business ones). In addition, the ILO is active through several programmes in the areas of value chain support and local economic development through value chain development. The ILO, through the International Training Centre in Turin has also extensive experience in organizing and managing training programmes, including workshops aimed at finalizing learning tools. As it is acknowledged

that several other agencies are active in the field (e.g. UNDP, World Bank, IFC, and GIZ) and support African government in the task in different countries, such partners will be invited to contribute to and participate in the outputs and events.

4. Partners and beneficiaries

Ultimate beneficiaries: young women and men who will eventually enjoy a more efficient and effective provision of business support services.

Main partners: National Stakeholder of African countries currently supervising or managing (or interested in the latter) business support schemes targeted to young people, the Ministry of Labour, the Ministry of Agriculture, the Ministry of Trade and Industry, youth employment agencies, the Ministry of Youth, the institutions responsible for ensuring a conducive business environment and/or private sector development, etc.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Skills training on road construction for young people in West Africa
Location:	Burkina Faso and Togo
Duration:	4 years
Lead Office:	Decent Work Team Dakar
Budget:	US\$ 2,600,000

1. Background and justification

Youth and women employment challenges are common to all West African countries. Burkina Faso and Togo are no exception. In Burkina Faso, young people between 15 and 24 years represent 32,9 per cent of the population and those between 25 and 34 years 16,4 per cent. Unemployment is predominantly an urban phenomenon and affects mostly youth. Indeed, 65 per cent of unemployed people are younger than 24. In Togo, about one third of the active population (32,9 per cent) is confronted with unemployment or underemployment and one third of the active youth population is unemployed. Public works through labour based techniques are an effective and immediate way to ensure employment generation while specific mechanisms are needed to ensure long term impact and sustainability as opposed to mere short term employment creation. The present proposal tackles both aspects by focusing on the training component.

2. Project strategy

The proposal's development objective is to warrant young people access to decent job opportunities by providing direct employment and by strengthening the national capacity to implement labour based techniques.

The project is part of broader multinational intervention, financed by the African Development Bank (AfDB), targeting the roads rehabilitation and facilitation of transport along the corridor Lomé-Cinkanse-Ouagadougou. Such broader programme envisages the paving of 303 kilometres of roads, as well as the rehabilitation of over 100 kilometres of feeder roads and of social infrastructures (notably to support women). Amongst the approaches planned to be utilized are those paying attention to the labour intensity aspect of (feeder) road construction, notably through tailored innovative mechanisms such as local-employment contents into competitive procurement, and labour based public works (Tenkodogo and Anié market). The current proposal completes and expands the above mentioned programme by emphasising the sustainability, in conjunction to the short term impact. The proposal is structured around the following three immediate objectives:

Immediate objective 1: Labour based techniques training capacity of two training institutions, the "Centre Régional de Formation en Entretien Routier (CERFER) » in Togo and the « Centre Régional de Formation et de Perfectionnement des Travaux Publics (CFP-TP) » in Burkina Faso is strengthened.

The mentioned two training institutions are the best referenced ones in their respective countries that focus on public works (and, specifically, in road maintenance) and are in need of technical and financial assistance to fulfill their mission.

Related outputs:

- Supporting with technical expertise the engineering training on labour based methodologies and management of small enterprises active in road works;
- Finalization of a specific curriculum and the production of related teaching and learning material on labour based feeder roads maintenance for both business managers and construction sites supervisors;
- Training of trainers in labour based maintenance methodologies;
- Completion of training courses for students (both theoretical and practical);
- Introduction of entrepreneurship in training curricula, with special emphasis on social entrepreneurship.

The mentioned outputs will have the potential to benefit all of the Economic Community of West African States (ECOWAS) countries as well as individual schools (e.g. the “2IE” engineering school, which showed interest in introducing the theme in its own curricula).

Immediate objective 2: Knowledge of road maintenance labour based techniques is increased.

CERFER is a regional oriented training institution. As such it will host and coordinate regional South-South activities to promote and improve the knowledge of labour based techniques.

Related outputs:

- A knowledge sharing platform allowing access to public works training institutes and construction sites instrumental to share experiences in Africa and Asia;
- Definition and awarding of scholarships to trainers in order to allow some of them to participate in courses held at the Turin International Training Centre to allow continuous learning on labour based techniques;
- Regional workshop organized to share experience to other neighbouring countries.

Immediate objective 3: Youth employability is improved by the implementation of on the job training courses in public works (chantiers école).

Related outputs:

- Implementation of “chantiers école” addressing the needs emerging from the sub-regional programme financed by the AfDB, notably regarding rehabilitation of feeder roads and paving of sidewalks. Such training will allow students to combine theoretical and practical experience and will be instrumental to the realisation of a technical manual including specific reference to labour rights and conditions. 100 construction sites supervisors coming from 50 small and medium enterprises (25 per country) will be trained and they will be capacitated as trainers. Such training will be complemented with entrepreneurship training utilizing long tested ILO material and training modules (notably Start and Improve Your Business (SIYB));
- Definition of legal typologies of public sector contracts (in coordination with the relevant institutions responsible for public works in Togo and Burkina Faso) instrumental to encourage youth associations and small enterprises to apply to public bidding for (non-mechanised) labour based maintenance works;
- Definition of typologies of public sector contracts to engage small and medium enterprises in multiannual labour based maintenance contracts.
- Training for 50 youth associations on negotiation and business skills (improving their competitive bidding).

3. Comparative advantage

ILO has many decades of experience in applying, teaching and sharing the knowledge on labour based construction techniques. It has implemented programmes everywhere in the world. Within this framework, ILO has elaborated specific methodologies for monitoring and evaluating labour based public works programmes (notably, input output matrices, dynamic social accounting matrices and comparative studies) which now allow to estimate that the impact of labour based techniques on employment creation is to be 3 to 5 times higher per kilometre of road rehabilitated with respect to traditional techniques. Such knowledge will be shared with local institutions and will be integrated in the procurement processes with the view of promoting employment generation.

4. Partners and beneficiaries

Beneficiaries: Young people in Burkina Faso and in Togo in the construction sector.

Partners: AfDB; all the relevant Ministries (already working through the AfDB programme) in both countries; ILO social partners in both countries; the CERFER in Togo and the CFP-TP in Burkina Faso. Coordination with other similar initiatives in neighbouring countries will be explored as well as a partnership with the Road Funds (“Fonds Routiers”).

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promoting a culture of youth entrepreneurship in Southern Africa
Location:	Botswana, Lesotho, South Africa and Swaziland
Duration:	3 years
Lead Office:	Decent Work Team Pretoria
Budget:	US\$ 2.900,000

1. Background and justification

Youth unemployment has been identified by Governments throughout the Southern African sub-region as a key development challenge. Young women and men are particularly vulnerable to unemployment due to a combination of factors, among them lack of technical skills, lack of work experience, and lack of life-skills. In the latter case, it is particularly the lack of a culture of entrepreneurship - here in the original sense of the word of undertaking initiative - that often results in young people resigning to the status quo and failing to more pro-actively seek (self-) employment. For the same reason, young people typically consider self-employment as a livelihood strategy of last resort rather than an attractive option for their future, notwithstanding the fact that running a successful business can effectively empowers people in the fast lane, both socially and economically.

2. Project strategy

The proposal's development objective is to promote decent youth employment by way of nurturing a culture of entrepreneurship among young women and men. The project would seek to address the development challenge by way of strengthening the capacity of local stakeholders in the Southern African sub-region to nurture a culture of entrepreneurship among young people. The project is structured around the following three immediate objectives:

Immediate objective 1: Youth benefit from entrepreneurial role models.

Related output:

- A mass-media based entrepreneurship promotion programme, to be developed in partnership with the South African Broadcasting Corporation and in close collaboration with ILO constituents, and broadcast via TV throughout the sub-region.

Immediate objective 2: Existing policy instruments to further emphasize on entrepreneurship development as a separate policy field are fine tuned.

Related output:

- Advisory services and training for national policy level stakeholders, including Government representatives and its social partners, about the distinction between entrepreneurship education and business development support services, and how to better balance emphasis on these two dimensions in the policy, legal and regulatory framework.

Immediate objective 3: The institutional capacity of local secondary education institutions to groom the entrepreneurial talent of their students is enhanced.

Related outputs:

- Adaptation and roll-out of the ILO “Start Up and Go” entrepreneurship education training package successfully piloted in the Free State Province in South Africa throughout schools in the sub-region;
- Local stakeholders build a school-to-business transition mechanism, linking graduates with strong entrepreneurial skills to local business support service providers with the support of the project.

The proposal intervention strategy builds on the systemic enterprise development approach of the ILO. In a nutshell, this approach distinguishes three system levels of interventions:

- Macro-level interventions aiming at national level youth employment promotion policy planning and coordination bodies.
- Meta-level interventions aiming at the universe of young women and men in the sub-region.
- Micro-level interventions explicitly targeting young women and men enrolled in local secondary schools, here via facilitators and/or providers of entrepreneurship education services.

The systemic enterprise development approach of the ILO explicitly acknowledges that the system stakeholders at each system level are linked through circular cause-and-effect relationships. For example, a shift in perception of entrepreneurship on the meta-level can positively impact on demand among young people for business awareness and business start-up training on the micro-level. Also, the recognition of the relevance of business awareness training among policy level stakeholders can pave the way for a political decision to stimulate service supply on the micro-level. Mindful of these cause-and-effect relationships between project outputs and immediate objectives, the proposed intervention mix is multi-level and carefully synchronized to maximize intended impact.

3. Comparative advantage

The proposed project will unlock synergies with on-going ILO led TC initiatives in the field of youth employment promotion. More in particular, the proposed project will leverage the work currently done by the Free State SME Development programme in South Africa, and build on the institutional networks created as a result of the entrepreneurship promotion interventions carried out earlier with technical inputs from ILO in Botswana and Lesotho. In these three countries, the project can also readily draw on existing partnerships with national level policy stakeholders.

The proposed project furthermore reflects the concern for reaching scale. In the past, youth entrepreneurship promotion initiatives have often been disconnected and reached only a limited number of young women and men. By combining mass media based advocacy and group-based training the project will reach hundreds of thousands of young people through TV and tens of thousands of young people in the classroom. As an intended side effect, the establishment of sub-regional institutional coordination structures is meant to pave the way for a technically, institutionally and financially more sustainable market exchange for entrepreneurship promotion services.

4. Partners and beneficiaries

The primary beneficiaries will be both government officers (through capacity building and advisory services) and youth (through the mass media campaign).

The project will partner with the South African Broadcasting Corporation, relevant government institutions (at both the national and local level) and the tripartite ILO constituents. The project will coordinate with other initiatives to support youth entrepreneurship currently on going in the four countries, notably those carried out by other international development agencies, in order to avoid duplication and achieve a critical mass of beneficiaries.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Accelerating youth employment in Zambia and Malawi
Location:	Zambia and Malawi
Duration:	3 years
Lead Office:	Country Office Lusaka
Budget:	US\$ 6,100,000

1. Background and justification

Malawi and Zambia experience one of the highest population growth rates in Sub Saharan Africa (2,8 per cent), and although the countries' economies have continued to grow steadily at an annual rate averaging 6 per cent over the past decade, the growth has not been commensurate with the creation of employment and increased of wages for workers.

The unemployment rate of young women and men in the age groups of 20-24 and 25-29 in Zambia was 28 per cent and 16 per cent respectively. A similar situation occurs in Malawi, where youth constitute 40 per cent of the total population, and more than half of all young women and men beyond 16 years of age and below 29 years of age are either unemployed or underemployed.

Some of the main causes of youth unemployment/underemployment have been identified as low education and skills, low levels of entrepreneurship knowledge coupled with limited access to appropriate finance, technological know-how and access to markets. Furthermore, the low absorptive capacity of the labour market for new entrants and the concentration of growth in highly capital-intensive and urban-based sectors such as mining have been contributing factors.

There is strong political will in both countries to address youth un and under employment as expressed for example by Zambia's President, H.E. Michael Chilufya Sata during the 101st session of the International Labour Conference where he called for concerted global action to address the youth employment challenge.

2. Project strategy

The development objective of the project is to contribute to increase decent jobs in the sub-region through policy advisory services, entrepreneurship and skills development and access to finance and markets for young women and men. The project is structured around the following four immediate objectives:

Immediate objective 1: A mechanism for sub-regional cooperation, knowledge sharing/management and advocacy on youth employment is established.

Related outputs:

- A sub-regional network of experts on youth employment is established;
- A mechanism for mutual learning, advocacy and exchange of knowledge and best practice on youth employment is established;
- A regional event of the actors for youth employment is conducted and findings are used to determine a long-term regional agenda on youth employment.

Immediate objective 2: The capacity of national government and social partners to create a more conducive policy environment for creation of decent youth employment is increased.

Related outputs:

- The capacity of government and social partners to prioritize, and integrate youth employment into national development plans, frameworks and programmes is strengthened;
- Technical support to elaborate a monitoring and evaluation system to measure the effectiveness of the youth employment policies, plans, programmes and strategies is provided;
- The capacity of government and social partners to implement Youth Employment National Plans and Youth Employment Development Funds is strengthened;
- Technical capacity of government and social partners to conduct research/survey and to collect and analyse sex disaggregated labour market data with a focus on youth employment is strengthened;
- Technical capacity of constituents on International Labour Standards, OSH and decent working conditions, i.e. Youth Rights through social dialogue and training, is strengthened.

Immediate objective 3: Improved skills and employability of young people by addressing the school to work transition and developing demand driven technical and vocational skills.

Related outputs:

- Life skills PLUS module and competency based training modules are designed as per interventions identified under profiling system;
- Capacity of training and employment services providers is strengthened to deliver flexible and modular training programmes using a combination of institutional and work place learning (internships and apprenticeships);
- Flexible and modular training programmes are delivered to young women and men using a combination of institutional and work place learning method;

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- Monitoring and evaluation system is established for Technical and Vocational Education and Training (TVET).

Immediate objective 4: Youth entrepreneurship is promoted through provision of integrated entrepreneurship package and facilitation of access to finance and markets as a means to generate and expand decent self-employment for young women and men.

Related outputs:

- Business Development Services (BDS) Training packages on entrepreneurship are adapted for youth;
- Capacity of BDS institutions is strengthened to provide support services to young women and men entrepreneurs;
- Access of disadvantaged young women and men to financial services developed by financial institutions and other appropriate financing mechanisms is improved;
- Business plan competitions and competitive grant schemes for youth-led organizations are developed;
- Voice and representation of disadvantaged young women and men at workplace are strengthened, in community and at national level, with support of workers' and employers' organizations;
- Network of locally-based facilitators is established for promoting Occupational Safety and Health (OSH) principles and working conditions for micro, small and medium-sized enterprises.

3. Comparative advantage

The project will rely on proven ILO tools and approaches already introduced in the two countries such as Start and Improve Your Business (SIYB), Generate your Business Idea (GYBI), Female and Male Operated Small Enterprises (FAMOS), etc.

In Zambia the project will capitalize on the lesson learned from interventions such as the Broad Based Wealth and Job Creation Project (2009-2012), Women's Entrepreneurship Development and Gender Equality (WEDGE), Support to Growth-oriented entrepreneurs, the Youth Employment Project, and the UN Joint Programme on Green Jobs in the Construction Sector (2012-2017).

In Malawi the project will capitalize on all the interventions such as the UN Joint Programme on Youth Employment and Empowerment where ILO, as lead agency facilitated the development of the draft National Employment and Labour Policy, Start Your Business (SYB), WEDGE, the G20 initiative on Skills for Employment and Productivity (2012-13) Action Plan, the International Program on the Elimination of Child Labour as well as the Decent Work for Food Security program.

4. Partners and beneficiaries

The Ultimate beneficiaries of the project will be: the individual young women (at least 50 per cent) and men (15-35 years old) in urban and rural areas and a selected group of youth representative organizations. The intermediate beneficiaries of the project are: the Ministry of Youth and Sport,

Ministry of Labour and Social Security, Ministry of Education, the social partners; selected local facilitators and providers of TVET training, and related non-financial and financial BDS providers.

The project's partners include: Ministry of Youth and Sports, Ministry of Labour and Social Security, Ministry of Education, and other sectoral Ministries, district-based TVET; Employers' Associations and Trade Unions; National Youth Development Council; selected Financial Institutions including MFI's, and other UN agencies.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Supporting the promotion of decent jobs for youth in Chad
Location:	Chad
Duration:	3 years
Lead Office:	Regional Office for Africa
Budget:	US\$ 3,300,000

1. Background and justification

Chad is a landlocked country in Central Africa with an estimated population of 11,1 million habitants. Despite the potential in terms of natural resources, which are abundant and diverse (minerals, oil, arable land, livestock, etc.), Chad remains one of the poorest countries in the world, ranking at the 183rd place in the 2011 Human Development Index (HDI) (out of 187 countries). The HDI reflects a situation of widespread poverty (87 per cent of the rural population lives below the national poverty threshold), high maternal and infant mortality, a very limited access to basic social services, and more generally that of a country which has suffered many years of war and whose recovery is slow.

Growth and development have to confront several challenges including a flimsy social cohesion, destroyed infrastructure, and a very low productivity of the labour force. Indeed, educational attainment remains low, despite over 98 per cent of gross primary enrollment rate in 2009, as only 50 per cent of children finish their education, two-thirds of which boys. Moreover, the secondary, tertiary and vocational education systems are generally considered obsolete

For what concerns the youth labour market, lack of data does not allow to have a very precise picture. While the majority of youth (>70 per cent) are occupied in (mostly seasonal) agricultural activities in rural areas, underemployment is endemic and subsistence activities are the norm. Youth unemployment in urban areas is sizable (over 30 per cent) and the constant flow of refugees from neighboring countries (and, lately, returnees from Libya) compounds the situation. Informal employment is the norm for young people. A noticeable issue is also that of graduate unemployment which has emerged in the 1990s with the limitation of recruitment in the public service and has since grown.

2. Project strategy

The development objective of the proposal is to warrant young people access to decent job opportunities by reinforcing institutional capacity and providing direct employment opportunities.

In line with the above, the project strategy consists of interventions at three different levels, macro, meso and micro concretizing, in the following immediate objectives:

Immediate objective 1: Employment is at the center of the action of the government and social partners.

Related output:

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- A coordinating body, the “Platform for Employment and Economic Development”, created not only coordinate interventions and define policies in support of youth employment, but also to rigorously select and fund community-driven programmes promoting economic recovery and employment of local youth (see below).

Immediate objective 2: Reinforced capacity for the central and local government institutions to promote youth employment.

Related outputs:

- Vocational and technical teaching upgraded through the development of new teaching curricula;
- Vocational and technical teaching upgraded through training of trainers destined to be employed by public and private institutions, operating within a pre-legally defined public private partnership. Such a network of certified trainers will be endowed with tools and training modules allowing them to combine technical trades with entrepreneurship training and cooperative management;
- Responsible government officers at the central and local level trained for the elaboration of local economic development strategies relying on the new vocational skills available.

Immediate objective 3: Youth employment is stimulated in targeted areas.

Related output:

- Rigorously conceived local economic development plans, including social economy and public works components, as well as entrepreneurship and cooperatives ones, selected, funded and implemented in a limited number of pilot sites in order to possibly replicate the initiatives at the national scale.

The key strategic choices of the project are: (i) the combination of the initiatives promoting youth employment with the ongoing ones aimed at implementing decentralization and subsidiarity by strengthening and reinforcing local institutions, and rendering local communities and young people accountability and empowered (ii) Creation of synergies and collaboration between all stakeholders (programmes, projects, departments, funds, etc.).

3. Comparative advantage

The project will be jointly carried out by UNDP and ILO. While UNDP is represented on the spot and has facilities actual contacts with all national and international partners in Chad, the ILO has the technical expertise and appropriate tools already tested elsewhere, to create decent jobs for young people. ILO will ensure that in each and every activity of local economic development plan the International Labour Conventions and tripartism are fully integrated. More generally, ILO has a long-standing experience in implementing programmes in Africa to promote youth employment through skills development and upgrading, enterprise and cooperatives support as well as labour based public works. Specific tools have been created for the purpose.

4. Partners and beneficiaries

Beneficiaries: Youth in Chad.

Partners: The Ministry of Economy and Planning and other line ministries; ILO constituents; UNDP.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Decent work for Egyptian youth in priority Governorates
Location:	Egypt – three Governorates to be selected
Duration:	4 years
Lead Office:	Country Office Cairo
Budget:	US\$ 6,000,000

1. Background and justification

Currently in Egypt, the young generation has better access to education than ever before but unfortunately this does not translate into employment opportunities for youth. The unemployment rate among young people (aged 15-29) reaches 25 per cent. The unemployment rate for young men is 18 per cent and for young women 45 per cent. What is perpetuating the challenge for young Egyptians in entering in the labour market is a direct result of the poor quality of skills supply, the mismatch between labour market supply and demand and lastly, the lack of entrepreneurial engagement of young people and the insufficient number of jobs created,

In addition, among the young Egyptians who managed to get a foothold in the labour market, many of them, especially young women, suffer from poor working conditions, low wages, disrespect of their right, lack of protection and no possibility to express their concerns. The majority of them work in the informal economy. The lack of coordination between the different interventions on youth employment, together with the weak institutional capacities makes it even more difficult for young women and men of Egypt to prosper into the world of work.

2. Project strategy

The proposed project aims at promoting decent jobs for young people in the selected Governorates of intervention. This project seeks to apply ILC's 2012 call for action for multi-pronged approaches to youth employment at Governorate level in Egypt and is structured around the following five immediate objectives:

Immediate objective 1: Authorities, social partners and other key stakeholders are able to define and implement comprehensive youth employment strategies at the Governorate level.

Related outputs:

- Three new Governorates for project targeting selected through a competitive and participatory process;
- Employment profile of the chosen Governorates developed;
- Governorates' action plan for youth employment prepared;

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- Capacities of local authorities and other key stakeholders to monitor evaluate and revise the action plans developed.

Immediate objective 2: Youth acquire the skills they need to succeed in the labour market.

Related outputs:

- Detailed mapping of skills required in the labour market in the selected Governorates prepared;
- Public and private formal skills providers in the Governorates supported to reform and enhance the quality of their services;
- Modern apprenticeships introduced and strengthened to increase employability of youth in the informal sector and provide actual on-the-job training opportunities to local youth.

Immediate objective 3: An increased number of youth is able to set-up and grow their businesses.

Related outputs:

- Entrepreneurial skills developed within vocational training, general upper-secondary and tertiary education institutions;
- Cultural transformation towards ethics of social participation, work, entrepreneurship, and respect for vulnerable people nurtured;
- Business development service providers supported to train, mentor and coach youth;
- Local marketing campaigns to promote areas of local comparative advantage conducted with investors;
- Financial services for micro and small enterprises for young people expanded.

Immediate objective 4: Young new entrants in the labour force are assisted in their job search.

Related outputs:

- More relevant employability services provided to new job seekers by Public Employment Services (PES);
- Enterprises in selected Governorates assisted by PES in improving working conditions and addressing discrimination while promoting matching of candidates and openings;
- Local awareness raising campaigns to defend rights at work launched.

Immediate objective 5: Youth are agents of innovation in the Egyptian economy.

Related outputs:

- Local awareness is raised on opportunities in the green economy for young people;
- Young entrepreneurs assisted in developing business proposals, while competing in a "green jobs for youth" competition to be financed through a revolving fund;
- New entrepreneurs assisted during the first two years of their business operation.

3. Comparative advantage

The ILO is the lead UN agency supporting the Government of Egypt, the Social Partners, and the wider civil society, in addressing youth employment challenges in the country.

The proposed project will establish close synergies with the other ILO projects implemented in Egypt in order to build on lessons and avoid duplication. It will be part of ILO's multi-faceted approach on youth employment in Egypt.

As a result of its long history of work in the field of youth employment, the ILO possesses knowledge and know-how, as well as a set of necessary tools and methodologies that cover all components of the project. Many of them have been translated in Arabic and tested in the Egyptian context.

The contacts the ILO established in the past and is continuously renewing with different Ministries, Councils and other political units will be used to realize the integrated approach taken in the project.

4. Partners and beneficiaries

Main beneficiaries: Egyptian youth in selected Governorates.

Main partners: selected Governorates, the Ministry of Manpower and Migration, the Social Fund for Development, the workers' and employers' organizations and NGOs.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment opportunities through rehabilitation of community areas
Location:	Ivory Coast
Duration:	3 years
Lead Office:	Decent Work Team Dakar
Budget:	US\$ 3,900,000

1. Background and justification

Ivory Coast has faced for over a decade a succession of social unrests severely affecting the living conditions of the population. In particular, the latest post-election crisis, which erupted at the end of 2010, has exacerbated an already troublesome situation of un(der) employment and poverty.

One of the side effects of the crises has been the mass exodus of young and less young people to urban centres, notably Abidjan and Abobo. Such exodus has translated in increased demand for housing and urban infrastructures, but such demand is to be answered in a context where real estate and public infrastructure had been severely damaged by years of war.

Within this framework, there is an increasing concern about the youth situation. Despite progresses after the 2010 crisis, there is the risk that an actual sense of disillusionment could prevail in the minds of those who have been actively involved in the conflict but yet continue to find themselves in a precarious socio economic situation. Such fears are confirmed by the latest data available (2008), according to which the unemployed are mostly urban, male, and youth. Two thirds of all the unemployed people are under 30 years of age while the unemployment rate was almost 27.4 per cent in urban areas against 8.7 per cent in rural areas. Data also show that unemployment is affecting predominantly the poorly educated, i.e. those who had never attended school (almost a quarter of the unemployed) or had only primary education (almost 30 per cent of the unemployed).

Taking into account the above presented challenges and opportunities, labour-based public works are increasingly regarded as a potential way to address the youth employment situation in the country. In fact, labour-based public works implemented by the municipalities on a regular basis provide job opportunities and training opportunities for young people and, at the same time, help developing the capacity for youth associations to independently apply to public tenders.

2. Project strategy

The proposal's strategy is to intervene simultaneously and in a coordinated manner on both the supply and the demand of employment. The project will be implemented at the local level, in neighbourhoods with dense housing operations. Considering the habitat as a place of expression and structuring of social cohesion, the project will focus initially on improving the conditions of life in habitation sites that were most affected by the post-election crisis.

The proposal's development objective is to generate employment opportunities through rehabilitation of neighbourhoods using labour based techniques and guaranteeing decent working conditions. The immediate objectives of the project are as follows:

Immediate objective 1: Selected youth beneficiaries are engaged in productive income generating activities, respectful of labour standards and contribute to the social cohesion within their neighbourhood.

Related outputs:

- Labour based public works, selected through a bottom up approach, carried out in selected communities;
- Social communication, notably around focusing on the concept of "Living Together" carried out in conjunction with participation in public works and within the chosen communities.

The proposal is divided into sub-programmes per municipalities or quarters. The idea is to allocate maximum one million dollar per area, each area hosting between three and five programmes. The work which will be carried out does not require advanced technical skills and will indicatively pertain to one of the following domains: environmental and landscape heritage, restoration and tree planting, restoration of public gardens, equipment and public buildings, cleaning and painting the paths of facades of community facilities or rehabilitation of public facilities and collective areas or fully fledged restoration of public buildings, secondary and tertiary roads, rehabilitation of roads and footpaths, paving sidewalks, rehabilitation of pedestrian neighbourhood, cleaning gutters.

Immediate objective 2: The capacity of small business to apply labour based techniques is enhanced.

Related output:

- Ad hoc designed training and follow up monitoring for young enterprise managers and engineers. Such training will focus, in particular, on product quality and on how to apply for public tenders.

Immediate objective 3: The capacity of the municipal administration to design and conceive local economic development oriented labour based programmes and to set up procurement calls based on labour intensity is enhanced.

Related output:

- Practical training of government officers based on the conception of sample interventions and steady support.

The project's strategy for the choice of the beneficiaries is clear cut: target the young population, un (der) educated or un (der) qualified, idle, living in neighbourhoods consistently damaged, representing a risk group for the consolidation of the peace and the cohesion within their own neighbourhood, while guaranteeing gender balance. The idea is to considerably expand the initial approach to over 50 municipalities after the first phase.

3. Comparative advantage

The ILO's experience in mobilizing social partners is an asset that the project will capitalize on. Perhaps most relevantly, the ILO has developed several labour-intensive tools, particularly through models of public employment programs that highlight the link between public investment and employment, as recommended in the project. On the other hand long-time effectively utilized modules like ILO Start and Improve Your Business will provide the studying material on which local businesses will be trained to. The project activities will be implemented in synergy with on-going initiatives in the area of reconciliation and reconstruction.

4. Partners and beneficiaries

Beneficiaries: Youth in the targeted Municipalities of the proposal.

Partners: ILO constituents; Ivorian Grouping of Public Works and the Ivorian Federation of Small and Medium Enterprises will be associated with the intervention. Each “sub-programme” (see strategy above) will then conceive its own form of partnership, associating the private sector with youth associations.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment and employability project
Location:	Kenya
Duration:	4 years
Lead Office:	Country Office Dar es Salaam
Budget:	US\$ 3,200,000

1. Background and justification

Poverty incidence remains high in Kenya and of the 13.5 million young people, more than half live below the poverty line. Additionally, the number of labour market entrants continues to be high with young entrants estimated to be 800,000 joining in every year but in the last decade, the economy has only been creating up to 500,000 jobs annually, with the majority of those jobs created in the informal sector. Of the unemployed, 90 per cent have no vocational or professional skills (GoK, 2007).

Young Kenyans have been engaged in serious conflict and crime situations during the post-election period, as witnessed during and after the 2008 elections. Kenya will be getting into an election period in March 2013 and hence there is a continued urgency to address the issue of youth unemployment to ensure youth are productively engaged. The Kenya government recognizes this and stresses the need to create sufficient employment opportunities. Currently in place there is the Ministry of Youth Affairs and Sports' Strategic Plan, the National Youth Policy and the National Action Plan on Youth Employment, to name a few. However, the effective development, implementation and monitoring of policies and programmes remain weak. Accordingly, there is a need to review and strengthen policies and programme capacities.

2. Project strategy

The project strategy will act at national and devolved government levels by targeting support to review and develop relevant employment policies whilst also facilitation grass root interventions that ensure job creation for youth.

The proposal is structured around three immediate objectives as follows:

Immediate objective 1: Mainstreaming youth employment and decent work in the national development plans, policies and frameworks.

Related outputs:

- National Action Plan on Youth Employment (2013-2017) formulated and implemented;
- Youth employment actions and initiatives integrated in national frameworks, such as the Medium Term Plan II, National Employment Policy;

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- Coordination Structures and Institutions for youth employment established and strengthened;
 - Capacity of Market Institutions strengthened to develop and implement interventions for youth employment.

Immediate objective 2: Increase Skills of young people for employability and entrepreneurship.

Related outputs:

- Business Development Services established for young women and men including business training, mentorship for increased participation in high growth value chains, markets and green economy businesses;
- Access to technical training created on selected appropriate technologies using employment intensive methods and mentorship in private and public sector markets;
- Apprenticeships opportunities created in the formal and informal sectors for increased employability and business start-up skills.

Immediate objective 3: Strengthening advocacy and lobbying capacities of youth organizations.

Related outputs:

- National Youth Council and other relevant youth serving organizations capacities strengthened;
- Mainstreamed Decent Work and Youth Employment promotion in the Youth Council and other youth advocacy organizations strategic plans and programmes;
- Strengthened capacity of informal sector associations, targeting women economic empowerment and their access to microfinance;
- Youth employment campaigns undertaken at national and county levels that focus on enhancing the participation of both young and women in development.

3. Comparative advantage

The project will draw from the extensive experience on entrepreneurship, enterprise development and policy aspects that the ILO has established in Kenya. The project will also establish a youth employment project steering committee comprising of the ILO constituents to support in the planning, implementation and monitoring of the project outputs to cascade the lessons and policy related initiatives into national frameworks.

4. Partners and beneficiaries

Beneficiaries: Young women and men in Kenya.

Partners: The ILO tripartite partners; relevant civil society organizations; NGOs; Youth serving organizations; Microfinance and business development service providers; Joint Programme GEWE.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Placing youth employment at the centre of Libyan recovery process
Location:	Libya
Duration:	3 years
Lead Office:	Decent Work Team Cairo
Budget:	US\$ 3,900,000

1. Background and justification

Decent work deficits that had been accumulating for decades were central to the popular aspirations that spurred the 2011 conflict in Libya and a profound political transformation. Most independent estimates place youth unemployment rates at between 30 and 40 per cent of the active youth population. Only about a third of working age women participates in the labour force¹⁰. With more than 50 per cent of the population aged under 20, these tensions in the labour market are destined to intensify if no resolute action is taken. About 50 per cent of the formal workforce was employed by a public sector that contributed to only 9 per cent of the GDP, a clear measure of the use of the public payroll as “welfare employment” and of low productivity jobs. The informal economy has been estimated to account for 30-40 per cent of the Libyan GDP¹¹. All of the above challenges were further intensified by the 2011 conflict. Physical destruction of housing, public infrastructures, and business assets was extensive in specific areas of the country, including in its central and western coastal areas. Disruption on the economic apparatus was much more generalized. According to IMF estimates, the conflict will have cost the Libyan real GDP to contract by some 50 per cent in 2011, while return to growth in 2012 it mostly due to the resumption of oil production. Many among the wealthier Libyans have fled the country; most have not yet made it back. Human capital was also drained out of the country: prior to the conflict, 1.5 to 2 million migrant workers constituted most of the manual labour force, holding several qualified and highly qualified positions. Most of these persons left and returns have been slow.

Libya is at a historical crossroads, and a window of opportunity has opened to build the foundations of a political, social and economic society that places decent work in the centre stage, while addressing critical stabilization and recovery challenges. Reconstructing its economic system, social compact, and governance framework are enormous tasks for the country. The new political authorities in the country have made their requests clear to the international community: they do not need capital but do require technical assistance to allow them to ensure a more rapid stabilization, recovery and transition. ILO is proactively engaged with its constituents, including emerging workers and employers’ organizations in continuous dialogue, and is taking part in UN early assessments and planning cycles.

¹⁰ EEB 2011; HDI 2011.

¹¹ AfDB 2011; AfDB & al 2011; NES 2006.

2. Project strategy

The authorities in Libya called on the UN to rapidly move from humanitarian to recovery and reconstruction interventions, and focus on technical assistance. The proposal's development objective is to place decent work at the heart of Libya's national recovery and transition agenda while providing some short term support for immediate employment creation and strengthening of labour market institutions. The proposal is structured around the following immediate objectives:

Immediate objective 1: Libya's youth are made central to post-conflict recovery (short term).

Related outputs:

- Facilitation of participatory local economic recovery in areas most affected by the conflict (Benghazi, Misrata) by: (i) supporting small and medium enterprises and social economy organizations in recovering lost assets and facilitating business resumption; (ii) implementing employment programmes (e.g. labour based public works) to provide immediate jobs and income opportunities to most vulnerable youth; (iii) fast tracking modular vocational training services "Skills for recovery" and employment services; (iv) implement reintegration programmes benefiting militia members, demobilized soldiers, and conflict-affected groups (persons with disabilities, widows, victims of post-traumatic disorders);
- Promotion of cultural transformation towards ethics of social participation and respect for fundamental principles and rights at work through: (i) public awareness-raising campaigns, (ii) strengthening of the capacity of workers and employers organizations to integrate youths and their aspirations and, (iii) strengthening the capacity of other civil society associations and groups (technically and with seed funding) in the areas of socio-economic participation and fundamental principles and rights at work.

Immediate objective 2: Decent work and youth employment are made central to Libya's transition policies (long term).

Related outputs:

- Organization of youth into groups and associations and capacitated to contribute to national social dialogue processes;
- Development of local capacities, development and approval of key policies for labour market governance through tripartite dialogue inclusive of youth aspiration;
- Establishment and operationalization of a "High-level Employment Committee" able to provide technical policy advice on maximizing the youth employment impact of potential economic reforms (before adoption). Youth representation and voice will be warranted in the committee;
- Provision of legal support to translate into national legislation and regulatory measures the core international labour conventions (already ratified by Libya);

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- Establishment of representative social dialogue platforms prior capacitation of tripartite constituents to foster consensus-building and the identification of collaborative solutions to socio-economic reforms.

3. Comparative advantage

The ILO is the lead UN agency supporting Governments, social partners, and the wider civil society, in addressing youth employment challenges. Given its tripartite constituency, it is ideally placed to facilitate the broad dialogue required to shape national, sectoral and local consensus in the fundamental socio-economic issues that Libya is facing. It has developed a particular institutional capacity to deal with post-conflict contexts, and has been heavily involved in other contexts bearing resemblance with contemporary Libya, in particular post-2003 Iraq, where ILO managed a portfolio of over US\$ 20M and co-led with UNDP the economic reforms sector of the UN Country Team. The Decent Work Team for North Africa, that will be responsible for this proposed project, sits in nearby Cairo and will be able to adequately backstop technically and managerially the work of the project team. The ILO has already engaged in constructive dialogue with social partners in Libya as well as with key international stakeholders, including the UN's resident coordinator and UNDP.

4. Partners and beneficiaries

Beneficiaries: Young women and men in Lybia.

Partners: relevant Ministries, representatives of the Governorates and the Workers' and Employers' organizations. Carefully selected and balanced youth employment organizations and associations will be part of the committee as observers.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	National reconstruction and peace-building through youth employment
Location:	Madagascar
Duration:	2 years
Lead Office:	Country Office Antananarivo
Budget:	US\$ 1,000,000

1. Background and justification

Madagascar is highly affected by the worldwide youth employment crisis. The assessment of the impact on employment of the global financial crisis and of the internal political crisis reveals a deterioration of the national situation. It also shows that young people suffer more than adults, which confirms their greater vulnerability: 336,000 jobs lost, 90 per cent are vulnerable jobs, 91 per cent of formal firms affected, 51 per cent decrease of foreign direct investment, 11 per cent decline in per capita income between 2008 and 2010.

Unemployment and underemployment of youth and women have a highly social and economic cost in terms of economic growth lost at the expense of infrastructure investment and public services, increased social spending, and misuse of education and training investment.

The process of peace-building, decision-making and socio-economic development of the country needs the help of young people that should contribute to social dialogue in the country. The challenge today is to engage the Malagasy youth that are strongly destabilized and impoverished as active actors for local development and by so doing provide a vehicle for peace and social justice.

2. Project strategy

The development objective of this proposal is to contribute to peace and social justice in Madagascar through the development and improvement of youth employment. The proposal is structured around the following four immediate objectives:

Immediate objective 1: Young people have better access to employment services through the support to employment service institutionalization.

Related outputs:

- Tripartite constituents aware and trained on the importance of the integration of youth employment policies;
- Regional desks for the promotion of youth employment in 5 targeted regions established.

Immediate objective 2: Young women and men in selected regions have a better opportunity to become entrepreneurs.

Related outputs:

- Young people trained to be able to set up their own business projects;
- Young people have set up their Small and Medium Enterprises (SME) and are able to manage them;
- Initiatives of young women and men valued and supported through the selection of the best projects in the areas of intervention;
- System projects for young people established and implemented.

Immediate objective 3: Labour supply and demand matching improved through the organization of regional employment fairs (REF).

Related outputs:

- A job fair in each selected region annually held with an emphasis on young women education;
- Young people trained in self-employment and employed in the five regions through REF.

Immediate objective 4: Youths' and youth organizations capacity in the area of citizenship and fundamental principles and rights at work strengthened.

Related outputs:

- Youth associations aware and trained on citizenship and fundamental principles and rights at work;
- Regional development plans of citizenship education and youth employment developed and validated.

3. Comparative advantage

The ILO's tripartite structure is a unique platform to promote decent work for all men and women. In addition to the line ministries, the ILO is also working with the social partners who play a key role in the implementation of the project strategy and that contributes substantively to the sustainability of the initiative.

As part of the promotion of employment and micro and small enterprises, the ILO is currently implementing different programmes and projects, including the creation of microfinance institutions for decent and sustainable jobs. In 2009 the ILO initiated the employment fair's concept in order to stimulate the labour market with concrete results in three regions in Madagascar. The mentioned experience and institutional knowledge gives the organization an important comparative advantage.

4. Partners and beneficiaries

Beneficiaries: Young women and men. Two thousand young people trained, including 1,500 young people having access to paid jobs (50 per cent young men and 50 per cent young women); 2,000 youth trained on entrepreneurship and self-employment, from which 500 have created their own micro and small enterprises (50 per cent young men and 50 per cent young women).

Partners: Line ministries including the Ministry of Public Affairs, Labour and Social Laws (Ministère de le Fonction Publique, du Travail et des Lois Sociales), the Ministry of Youth and Leisure (Ministère de la Jeunesse et des Loisirs); workers' and employers' organizations.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Green jobs for youth through locally led sustainable waste management and territorial preservation initiatives.
Location:	Mauritania
Duration:	3 years
Lead Office:	Decent Work Team Dakar
Budget:	US\$ 3,400,000

1. Background and justification

The linkage between environmental problems and development is undeniable. Degradation of the environment, natural resource depletion, pollution and the adverse effects of climate change are a consequence of the development model. In arid and semi-arid Sahel, such as Mauritania, there is an extreme vulnerability to both climatic and environmental conditions and the lack of reliable collective systems of sanitation and waste treatment and collection is one of the country's biggest environmental challenges (UNDP). Today, in Mauritania, waste management and collection is particularly challenging. Only 30 per cent of the solid waste is collected in urban areas (and 5 per cent in rural ones) and only 8 per cent of municipal solid waste is recycled, while 55 per cent of the same is discharged without any control and only 37.5 per cent are deposited in landfills. In addition, it can be argued that the high propensity to migration does not incentivize youth to care for the territory and the environment.

Within this context, unemployment and underemployment of young people remains a challenge. While the general unemployment rate is 35 per cent in urban areas, for the 15 to 24 years old, this rate reached 50.8 per cent for boys and 69 per cent girls according to the latest data available.

The study "Analysis of the potential of green jobs in the Mauritanian basin migration" (ILO, 2013) identifies waste management as one of the growth sectors of green job creation in the country. It is estimated that we could create nearly 20,000 jobs in the recovery of plastic waste, aluminium and iron.

Taking into account the above presented challenges and opportunities, the project proposes to address the youth employment and the environmental protection problem by enhancing employment opportunities in the waste management sector.

2. Project strategy

The proposal suggests an integrated solution directly tackling interlinked issues (informality, absence of decent and stable employment opportunities, chaotic urbanization, health and environmental hazards, weak performance of waste collection and treatment services) to support local economic development through the creation of green jobs opportunities for youth linked to waste management and territory restoration, targeting areas most at risk of migration.

It has been jointly elaborated by ILO, UNCDF and UN Habitat, under ILO coordination, and will target the cities of Nouakchott (Nouakchott Wilaya), Nouadhibou (Wilaya de Nouadhibou) and

Rosso (Wilaya Trarza). Such areas were selected because of their job creation potential, of the weight of youth unemployment and of the presence of organizations involved in neighborhood development (notably engaging young women). The choice of specific areas will be based on consultation with local stakeholders.

The two following immediate objectives are envisaged:

Immediate objective 1: Improved effectiveness and efficiency of institutions responsible for coordination and financing of local economic development by capacitating them to include green jobs strategies in their local economic development plans.

Related outputs:

- A new coordination framework for waste management at the local level;
- A new financing framework for local economic development;
- Capacitation of public and private sector at the local level to finance and raise funds for environmentally oriented business initiatives;
- Local economic development plans integrating environmental concerns and waste management.

Immediate objective 2: At risk of migration youth are empowered and capacitated to create green jobs in the field of waste management through the strengthening of their skills and access to financial resources.

Related outputs:

- Skills and entrepreneurship training for youth directly linked with management and recycling of waste trades, according to local needs;
- Pilot programmes of labour based waste management benefitting youth and migrants;
- Market based financing for community-based waste management business.

3. Comparative advantage

Experience and lessons learned in similar projects by ILO and partner organizations (UNCDF and UN Habitat) have been tapped into and translated in specifically designed outputs and activities. Local stakeholders have already been consulted and a strategy for involving and capacitating them is defined.

The capacity and areas of interventions of the three UN agencies are complementary and suitably fits the interventions proposed fostering the mutual collaboration and the interventions under the ONE UN label. In addition, ILO and partner organizations extensive collaboration with national authorities will facilitate the linkages between local initiatives and national ones effectively facilitating the adoption of locally sustainable mechanisms, replicable at the end of the project.

ILO, in addition to a vast series of activities in the employment promotion area has a long standing experience in supporting and capacitating local communities to develop and implement economic development plans, promoting local development through a bottom up approach. In addition ILO has encouraged the creation of green jobs in the various programmes implemented in the country since 2010 and the proposed programme will establish close synergies with other ILO programmes in order to build on lessons and avoid duplication.

4. Partners and beneficiaries

Beneficiaries: Young women and men in Mauritania.

Partners: ILO tripartite constituents, including the Ministry of the Interior, the Ministry of Employment Integration and Vocational and the Ministry of Environment and Sustainable Development; the Directorate of Environmental Pollution and Emergency Management and Programming. Locally, the main actors will be the urban communities of Nouakchott, Nouadhibou, and Rosso and youth organizations. In addition, Government institutions responsible for environment, waste management, territory management, labour and migration, local economic development associations and organizations and NGOs active in the area will be fully involved.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Creation of decent jobs for young women and men in Mozambique
Location:	Mozambique
Duration:	3 years
Lead Office:	Country Office Lusaka
Budget:	US\$ 3,500,000

1. Background and justification

In Mozambique, 47 per cent of the population are young people aged less than 15 years of age and 34.4 per cent between the ages 15 to 35. According to the Household Budget Survey (HBS), the total female population living below the poverty line is 57.8 per cent and that of men is 53.9 per cent (Jones and Tarp, 2012). Furthermore, young people are particularly vulnerable to unemployment and under-employment¹² with a cohort of working age individuals entering the job market at an increasing rate from 300,000 to 500,000 each year. But the economy's inability to create sufficient numbers of jobs in the formal economy has created a rapid growth in the informal economy. Unfortunately, most of the young women and men lack the needed vocational, technical and entrepreneurship skills and the experience required in entering the job market. The problem is further compounded by the fact that the quality of education and training does not match the labour market demand and requirements.

In response to these challenges the Government of Mozambique and its social partners have placed employment, especially for youth and women, as a top priority. As part of the United Nations Development Assistance Framework (UNDAF) and the ILO Decent Work Country Programme (DWCP) in Mozambique, the project will aim at promoting decent employment creation for young women and men.

2. Project strategy

The project will contribute to efforts of the Government of Mozambique and its social partners on poverty alleviation through the creation of decent work opportunities for young women and men in Mozambique. This will be achieved through the support of economic and social systemic interventions at Meta, Macro and Micro levels. The project is structured around the following immediate objectives:

Immediate objective 1: Increase awareness on international labour standards, young worker's rights, and working conditions to young people.

Related outputs:

¹² INE 2005/6 Labor Force Survey, INEFP/ILO/ESSOR/UEM 2006: Socio-Economic Integration of Mozambican youth into the Urban Labour Market: The case of Maputo, p.7.

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- Awareness raising strategy developed and implemented to inform young men and women of their rights in workplace and international labour standards;
 - Young women and men have increased access to information on best practices from young entrepreneurs.

Immediate objective 2: Capacity building for government, employers and workers to integrate youth employment dimensions into national policies, programmes and plans.

Related outputs:

- Labour Market Observatory developed to provide reliable, consistent, timely and comprehensive data on youth employment and labour market trends to shape national policies, programmes and plans;
- YE integrated and prioritized into national policies, programmes and plans;
- Strengthened interaction/interface between the labour market demand and supply (through education system and employers).

Immediate objective 3: Increase the employability of young people through internship/apprenticeship regulations.

Related outputs:

- Institutional capacity of the National Employment and Professional Training Institute and social partners, enhanced to manage and implement internship/apprenticeship regulations and programmes;
- Internship/Apprenticeship Fund in place benefiting young women and men;
- Increased knowledge among Small and Medium Enterprises (SME) owner-managers and their employees about the existence and potential benefits of the new regulatory (fiscal) incentives.

Immediate objective 4: Increase access to integrated packages on entrepreneurship, to include entrepreneurship education and training, mentorships and access to finance, markets and other services by young women and men.

Related outputs:

- Strengthened capacity of Business Development Services (BDS) organizations to provide support service to young women and men entrepreneurs;
- Functional business skills training services tailored towards the needs of emerging young entrepreneurs;
- Enhanced utilization of BDS with increased access to finance for SME;

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- Uptake of BDS through referral schemes, business plan competitions, challenge funds, and certification for standard-compliant youth owned or managed SME's stimulated;
 - Access to finance and markets for sectoral businesses reached by registering their employees for vocational skills training.

3. Comparative advantage

The proposed project extensively draws on ILO in-house expertise in the field of promoting decent work for youth. The project will capitalize on the lessons learned from all the interventions recently implemented in Mozambique for the creation of decent jobs and income opportunities, such as the Youth Employment promotion project, the ILO Job Quality project, the UN Joint Programme on Youth Employment, co-led by the ILO in collaboration with UNDP. The project will rely on the extensive range of proven ILO tools and approaches already introduced in Mozambique such as Start and Improve Your Business (SIYB), Work Improvement In Small Enterprises (WISE), Gender and Entrepreneurship Together (GET Ahead) and Women Entrepreneurship and Gender equality (WEDGE).

4. Partners and beneficiaries

Beneficiaries: Young women and men in Mozambique.

Partners: ILO constituents (Government, Workers and Employers' organizations); Youth organizations; SME and BDS organizations; UNWOMEN; UNIDO; UNDP.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promotion of decent work for young working poor in the artisanal sector
Location:	Senegal
Duration:	3 years
Lead Office:	Decent Work Team Dakar
Budget:	US\$ 2,200,000

1. Background and justification

Unemployment and underemployment in Senegal are a serious concern in both urban and rural areas and affect young people more than adults, regardless of sex. According to the latest 2011 data the unemployment rate is 10.2 per cent (7.7 per cent among men and 13.3 per cent women), virtually unchanged compared to 2005 (10.0 per cent). Such low figure hides a relatively high underemployment rate. In rural areas, the workforce features a high rate of illiteracy and underemployment while being exposed to environmental hazards (droughts and flooding) while enjoying no social protection. The marked exodus to the cities of young people (women in particular) is a clear sign of lack of productive and decent employment. In urban areas, we are assisting at the expansion of the limitedly productive but more flexible informal economy (employment in the informal economy represents more than 60 per cent of non-agricultural employment), mostly responding to the needs of under qualified youth and women. Overall, holding a degree qualification does not seem to guarantee access to the labor market (those holding a secondary or tertiary education degree are more vulnerable to unemployment, 20 per cent on average)

Within this context, there is a consistent share of young people who often opts for artisanal/craftsmen training based on formal or informal apprenticeships. Once the training is completed, despite the qualification, the quality of the acquired competences proves to be an issue. Weak competences of the master craftsmen and under-equipped workshops often result in serious knowledge gaps hindering young people when attempting to access the labour market, even if informally, as salaried workers or as own account ones.

2. Project strategy

The development objective of the proposal is to warrant young people working in the informal artisanal sector access to decent job opportunities by increasing their productivity and competitiveness. None of the many initiatives in Senegal in recent years have targeted low-skilled young people already working in the informal artisanal sector.

The project will seek and encourage synergies with the several initiatives to promote youth employment currently on going in the country, both public and private, to achieve maximum complementarity and coherence. The project is structured around the following four immediate objectives:

Immediate objective 1: The access to decent work for young people is boosted through solidarity based interventions and the development of the entrepreneurial initiatives.

Related outputs:

- A profiling system enabling supporting institutions to target support measures;
- Capacity building for small craftsmen entrepreneurs in rural areas;
- Training in management and occupational health and safety for 1000 self-employed youth;
- Training and support for 2000 apprentices in enterprise creation;
- Development of new modules on entrepreneurship, financial education and niche markets, including green jobs to be taught and dispatched by collaborating institution;
- Renewal of the “Construction” teaching kit by the Craft Training Centre (CFA) and the Centers for Vocational and Technical Training (CFPT) incorporating issues of decent work, gender equality and productivity.

Immediate objective 2: The capacities of public and private business support institutions to support young entrepreneurs are strengthened.

Related outputs:

- Support for existing public business support services to coordinate and systematize the interventions and upgrade the services provided;
- Capacity building and financial support for the “Direction de l’Artisanat”, the “Direction de l’entreprenariat feminine” and the “Chambres de metiers”;
- Development of financial products tailored to the needs of small young entrepreneurs.

Immediate objective 3: Access to public procurement for young people is facilitated.

Related outputs:

- Commitment by authorities to facilitate access to public procurement;
- Financial incentives to facilitate formalization and modernization of companies;
- Innovations and changes resulting from the reform of the General Tax Code.

Immediate objective 4: Young people are capable to develop business models contributing to the preservation of the environment and the creation of green jobs.

Related outputs:

- Introduction of innovative practices based on products / processes of high energy efficiency in companies active in the agro processing/ food sector;

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- Adoption of job intensive approaches in the implementation of public works projects at the local level;
 - Training of young entrepreneurs in recycling renewable energy and waste processing methodologies.

3. Comparative advantage

The longstanding experience of the ILO in the promotion of informal artisanal sector coupled with the experience in supporting cooperatives, the availability of own tools for business training (Start and Improve Your Business, Gender and Entrepreneurship Together (GET AHEAD), Manual financial education, etc.) and for improving working conditions and productivity in small Enterprises (Work Improvement in Small Enterprises, Sustaining Competitive and Responsible Enterprises) makes the agency an ideal implementing partner.

4. Partners and beneficiaries

The beneficiaries of the project will be (I) existing structures supporting enterprises and the private sector and (II) young self-employed women and men who have already accumulated 2 to 5 years of experience working in the informal sectors but active in sectors identified as most potentially rentable in a recent study by the Directorate of Private Sector Support (e.g. manufacturing/repair equipment and agricultural machinery; processing of agricultural products, innovative businesses in the construction sector, recycling).

National partners include the Ministry of Employment and Youth, the Minister of Artisanal Work, the Minister of women's Entrepreneurship. Implementing partners include Enda Tiers Monde, the association PROMECABILE, and ILO tripartite constituents.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Youth employment through natural resource management in Puntland
Location:	Puntland, Somalia
Duration:	1,5 years
Lead Office:	Country Office Addis Ababa
Budget:	US\$ 3,000,000

1. Background and justification

Unemployment and poverty are major problems throughout Somalia and Puntland remains critically vulnerable to these factors. Ordinary coping mechanisms are no longer viable in many instances and newer, more damaging and unsustainable practices are becoming the norm; criminality with piracy has continued to attract those youth who have become disenchanted with society. Piracy garners most international focus, but criminality has also seen further environmental degradation as gangs have forced people to produce charcoal. Such uncontrolled and unmanaged production has undermined the coping mechanisms stressed communities have used to counter extreme poverty. These activities have led to further environmental degradation and hardship, posing serious environmental and societal problems to the already impoverished region.

These practices, and on-going and projected climatic changes, are having a damaging effect on Puntland's already limited ability to cope with frequent and severe man-made and natural disasters. The human capacity and labour potential of Puntland's youth are not being fulfilled, with the majority feeling marginalized as a result of being unable to find productive work. Combined with the challenging environmental and economic situation, the potential of Puntland's productive sectors, livestock, agriculture and fisheries, will be reduced further. Sadly, with deforestation, soil erosion and drought recurring ever more frequently, livelihoods from these sectors become ever more unprofitable and unpredictable, leading to further poverty and greater likelihood of young people engaging in illegitimate activities or open conflict in order to survive.

Ultimately, the main way to address the problem of youth becoming engaged in crime is to offer them a better way of life through legitimate, sustainable, employment opportunities. This project proposes to reduce the number of unemployed and vulnerable youth by providing decent, productive, and legitimate, livelihoods in the short and medium term. This will be done through employment intensive projects rehabilitating natural resources and providing technical and managerial skills development to boost enterprise development and business skills. Work will be undertaken to continue development of the business enabling environment and improve the ease of starting an enterprise. The project will also link to wider structures, both locally and within the Puntland Government to ensure the management of natural resources. Further work will ensure youth and women have a greater voice in these developments and that the enterprises work in a sustainable manner, offering further benefits to the community.

2. Project strategy

The overall objective of the proposed project is to increase and improve employment opportunities in the short-term through improving the condition of natural resources/rehabilitating natural resource

mechanisms and improving enterprise and self-employment opportunities and community development to increase incomes linked to the sustainable management of improved resources, community funds and equitable access to these resources. The proposal is structured around the following four immediate objectives:

Immediate objective 1: Employment opportunities created for youth in natural resource management projects.

Related outputs:

- 80,000 worker days created;
- 3,000 jobs created;
- Injection of wages equaling US\$ 480,000 into the local economy;
- Rehabilitation of 245 hectares of degraded land brought back to sustainable use;
- Onsite training of 3,000 youths in relevant skills for enterprise development.

Immediate objective 2: Youth start-up their enterprises.

Related outputs:

- 100 youth cooperatives established and supported through an enterprise challenge fund;
- Skills and knowledge of youth enhanced through entrepreneurship training, work placements and mentorship;
- Improved capacities of business development service providers to support youth entrepreneurs.

Immediate objective 3: Innovative community-based social protection measures developed.

Related outputs:

- Community-based social protection fund developed;
- Communities trained in management of the fund;
- Communities able to access fund for emergencies, e.g. medical bills.

Immediate objective 4: Management of Natural Resources geared towards youth employment.

Related outputs:

- Youth aware of natural resource depletion issues;
- Communities, local and central government trained on natural resources management (NRM) planning and management;
- District-level NRM plans developed and priorities interventions implemented;
- Puntland Administration able to support youth cooperatives to maintain reclaimed lands;
- Policy on natural resource management enacted through youth, community and local government actors.

3. Comparative advantage

ILO's comparative advantage stems from its experience in Somalia, regionally and globally in working on employment creation; especially through employment-intensive approaches. While many other agencies are on the ground and many do cash-for-work programmes, they do not have the technical expertise or experience as compared to the ILO with regard to ensuring governance aspects of Decent Work are taken forward. The tripartite stance and ability to work with government, private sector and workers' organizations further enhances ILO's comparative advantage in such a comprehensive piece of employment and NRM programming. Such an approach increases the sustainability of any shorter term interventions as local accountability is enhanced and key stakeholders look beyond immediate employment to the employment-led economic development aspects for further job creation and further enhancing young people's employability through relevant skills development.

4. Partners and beneficiaries

Beneficiaries: Working with local authorities and relevant government institutions, the ILO will support selected communities. Small businesses and community based organizations, with the emphasis on women and youth, will be positively favoured in being part of implementation. Ultimate beneficiaries will be young people in Puntland.

Partners will include ILO social partners in Chad.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	Enhancing youth employment through strengthening cooperatives and economic associations for inclusive growth in South Sudan
Location:	South Sudan
Duration:	3,5 years
Lead Office:	Decent Work Team Cairo
Budget:	US\$ 3,900,000

1. Background and justification

The youngest nation in the world, the Republic of South Sudan came into being on the 9th July 2011, thus ceasing to be part of the Republic of Sudan with which it had engaged in two lengthy wars leaving in their wake millions of people dead, wounded, maimed diseased or displaced. Although the country is endowed with an abundance of natural resources –arable land, minerals, water, marine resources, livestock, and forest products - it still remains poverty stricken, a stark reminder of the effect of war. Over 50 per cent of the population lives below the poverty line, much of it afflicted with hunger and disease.

Young people lack opportunities for employment partly because of the low educational attainment, partly because of the weak labour demand. Young returnees typically lack skills and cannot find their roots to anchor their lives on. Even graduates of higher education cannot be absorbed by already oversized public institutions or a stunted private sector. Within this context, cooperative development is seen as one of the key pillars of employment promotion for the young labour force of South Sudan. As the country rebuilds itself from decades of conflict, there is evidence that cooperative development is a key instrument for inclusive growth in a largely agricultural economy.¹³

The Government of the Republic of South Sudan (GRSS) is therefore making a concerted effort to rebuild the once vibrant cooperative movement with new vigour and firm resolve. A national Directorate of Cooperatives has been created in the Ministry of Agriculture, Forestry, Cooperatives and Rural Development to regulate and promote cooperatives through policy, legislation, registration, advisory services, audit and supervision, education, training and information and settlement of disputes.

2. Project strategy

The development objective of this proposal is to stimulate the creation and the sustainability of cooperatives and other forms of economic association in South Sudan, thus creating job opportunities for youth.

¹³ Survey on the Situation of Rural Development and Agricultural Extension in Ten States of Southern Sudan, Japan International Development Agency and South Sudan, July 2011.

The implementation strategy of the project is directly aligned and instrumental to the new Cooperative Societies Act, enacted in July 2011 and the National Strategy for Cooperative Development in South Sudan, launched in May 2012. Given the current structure of the labour market and the short to medium term economic opportunities, this work will involve primarily the development of agricultural cooperatives and economic associations. Some urban cooperatives (crafts, construction works, finance, workplace cooperatives) will also be targeted. As the core objective of this project is to promote youth employment in South Sudan, mobilization and organization of young people in rural areas integrating them in the cooperative support activities and warranting them skills training and leadership positions will be given paramount importance. Specific efforts will be made to avail young women the opportunities to take leadership positions and exercise their rights to act with other members in controlling those associations and enjoy the benefits.

The three immediate objectives of the project are the following:

Immediate objective 1: Effective and fully fledged cooperative policies and regulations are drafted and approved at the National, State and County Level.

Related outputs:

- Development of simplified versions of the policies, law, regulations and bylaws mainstreaming youth and gender issues. Where appropriate, such legal instruments will also be translated into the main local languages;
- Capacity building for relevant institutional members to enable them to actively participate in the revision strengthening and coordination of the policies and regulations. In all the above mentioned activities, youth and gender will be mainstreamed.

Immediate objective 2: Existing rural cooperatives, member controlled economic associations and NGOs, informal economy groups (notably those run by youth) increase their viability and competitiveness and guarantee better working conditions for their young members.

Related outputs:

- Awareness raising campaigns;
- Social mobilization and organization of groups and associations;
- Tailor-made education and training of group members and leaders to achieve the necessary organizational, management, entrepreneurial and production competencies;
- Setting up business and agricultural development services supporting clusters of associations and other economic groups. Such support services will aim, among other things at expanding access to member-controlled financial services (micro finance or Warehouse Receipt System, following the example of successful African countries like Tanzania and Uganda) and at developing value chains (in agriculture, livestock and fisheries);
- Provision of guidance and advisory services in the introduction of school cooperatives in South Sudan.

Immediate objective 3: Cooperatives benefit from a permanent business support institution.

Related output:

- Set up of a permanent facility where information, education and training programmes and material can be designed, implemented and distributed.

3. Comparative advantage

ILO's latest regional programme was the Cooperative Facility for Africa (COOPAfrica) that ran from 2007 to 2012 in Eastern and Southern Africa. This programme provided a broad range of successful support activities on: cooperative policy and law reforms; education, training, and business development services; capacity building of national cooperative structures and institutions – such as national federations, training colleges and various other cooperative support institutions; direct financial support to cooperative societies and cooperative organization projects at national and sub-national levels; promoting young women's participation in cooperatives and other member-controlled economic associations activities; HIV/AIDS prevention; value chain development; promoting food security through agricultural cooperatives; and supporting innovative projects. The Programme supported more than four thousand cooperatives and helped to generate employment for thousands of people, thus improving livelihoods and contributing to poverty reduction and decent work. Youth participation in leadership roles was promoted throughout.

ILO works with networks of highly competent cooperative and business development experts from around the world.

4. Partners and beneficiaries

Beneficiaries: Young South Sudanese women and men.

Partners: The project will coordinate with a number of other development partners active in areas very close to the one in cause, for instance, FAO, and the relevant Ministry directorates – e.g. Agriculture, Forestry, Livestock and Fisheries in the area of agriculture development. It will also work closely with Government ministries, such as the Ministries of Agriculture, Forestry, Cooperatives and Rural Development; Animal Resources and Fisheries; Culture, Youth and Sports; Labour, Public Service and Human Resource Development; Commerce, Industry and Investment; and General Education and Instruction. Close consultations with various other programmes focusing on youth employment and development will also be warranted.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	The learn and earn project in Tanzania
Location:	United Republic of Tanzania
Duration:	4 years
Lead Office:	Country Office Dar es Salaam
Budget:	US\$ 4,400,000

1. Background and justification

An impressive GDP growth rate in Tanzania during the past ten years has not fully translated into a significant change in the incidence of income poverty. Out of every 100 Tanzanians, 36 were poor in 2000-01 compared to 34 in 2007. Employment opportunities in Tanzania seem to have improved over the period 1990 to 2006, as witnessed by an increase in the employment-to-population ratio from 78 per cent to 80.7 per cent. The unemployment rate declined marginally from 13 per cent to 11.7 per cent during the same period. The working poverty rate also saw a minor fall from 32.5 per cent to 30.7 per cent during the period. Despite such achievements, few issues need to be addressed, notably concerning gender and age related differences in labour market performance.

To start with, gender imbalances remain a challenge in education, particularly in secondary and post-secondary school levels. Even though enrolment rates of girls in secondary schools are similar to that of boys, the drop-out rates are much higher for girls. The low participation rate of women in tertiary education deprives them from accessing decent jobs as well as from participating in decision making processes. Next, the differentials in the unemployment rates between men and women indicate that women are significantly worse off (the women unemployment rate in 2006 was more than twice that of males (6.2 per cent compared to 3 per cent)). Such difference is confirmed amongst the youth. While the youth unemployment rates have remained stable at just under 9 per cent between 2000 and 2006, the unemployment rate for young women was higher than that of young men: 10.1 per cent compared to 7.4 per cent respectively.

A worrying element affecting youth is the increase in underemployment, particularly in the rural areas, and the informality of jobs, an urban phenomenon, which may explain the mismatch between high growth rate and marginal cuts in poverty rates. Moreover, the country still lacks a supporting and enabling institutional and policy environment that could constitute an essential element to promote skills development and employment creation opportunities for young people, particularly young women, given the vulnerabilities that they are exposed to. Accordingly, there is an urgent need to strengthen the capacity of labour market institutions, as well as to improve training and skills provision and access of young people to financial and business development services. It is estimated that approximately 800,000 young people annually enter the labour force. Most are ill-equipped with skills that are not responsive to the labour market demand.

2. Project strategy

The proposal's development objective is to warrant young people access to decent job opportunities by increasing their capacity to learn, earn and save and by boosting their levels of self-confidence, in

order to promoting them as agents of socio-economic change. The proposal is structured around the following immediate objectives:

Immediate objective 1: National institutions are capacitated to design and implement policies warranting youth employment creation with a gender focus.

Related outputs:

- Gender-sensitive National Youth Employment Action Plan reviewed/formulated and implemented;
- Inter-institutional coordination structures for youth employment supported at national and regional level;
- Capacity of labour market institutions strengthened to develop and implement coherent youth employment interventions;
- Profiling system put in place to identify young women and men most likely to be disadvantaged in the labour market.

Immediate objective 2: Young women and men improve their labour market performance thanks to the education, vocational and life-skills training offered to them.

Related outputs:

- Skills training for wage employment for young women and men designed based on the results from the profiling exercise and the school-to-work transition survey;
- Leadership and mentoring programmes created and sustained;
- Promotion of role models/mentors undertaken and sustained to help form positive attitudes and confidence of young women and men;
- Young women and men participated in informal apprenticeships in selected trades.

Immediate objective 3: Capacity of young women and men to earn and save enhanced.

Related outputs:

- Young women's and men's access to Business Development Services increased to create new and expand existing businesses including cooperatives and groups;
- Young women's and men's access to finance with which to develop new and expand existing businesses, including cooperative groups increased;
- Production/growth centres established for young women and men to acquire skills and engage in value-addition of specific commodities through agro-processing.

3. Comparative advantage

The project will draw extensively on experience from entrepreneurship and enterprise development (including cooperatives) programmes and policy support that the ILO has implemented in Tanzania. The Unleashing African Entrepreneurship initiative implemented by the Youth Entrepreneurship Facility and the Women's Entrepreneurship Development and Economic Empowerment are two programmes with which the proposed project will partner closely. To be noted that under the auspices of the United Nations Development Assistance Plan (UNDAP), the ILO is already working to mainstream employment and skills development into national plans, policies and programmes.

4. Beneficiaries and partners

Beneficiaries: Young people, particularly those that are formally unemployed contributing family members; unemployed and engaged in sporadic and seasonal job; and potential and emerging entrepreneurs. The proposal targets 20,000 young women and men, including those living with disabilities and with HIV and AIDS, who are aged 20 to 29 and living in rural areas.

Project partners will include key government ministries, such as labour and employment; youth; agriculture and cooperatives; vocational education and training; tourism; and enterprise development. Providers of Business Development Services and financial services, such as Small Industries Development Organization (SIDO), Promotion of Rural Initiative and Development Enterprises Limited (PRIDE Tanzania) and Tanzania Women's Bank will partner with the project to develop packages that are tailor-made for young women. Other partners will be employers' organizations, trade unions, women entrepreneurship associations and social economy organizations, youth NGOs and CSOs.

Promotion of Rural Initiative and Development Enterprises

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Project to support rural employment of young people
Location:	Togo
Duration:	4 years
Lead Office:	Decent Work Team Dakar
Budget:	US\$ 4,300,000

1. Background and justification

Since the start of the 1990s, Togo experienced a decade of political crisis causing a massive reduction in foreign aid and severely hampering development. The crisis-led absence of economic growth exacerbated youth unemployment, underemployment and poverty, notably in rural regions. In 2006, according to the results of the Core Welfare Indicators Questionnaire (CWIQ) survey on the profile of poverty in Togo, nearly 62 per cent of the Togolese population lived below the poverty line. However, poverty was (and is) predominantly a rural phenomenon. The incidence of rural poverty is 74.3 per cent, 79.9 per cent of the total poor population while 83 per cent of the agricultural workforce is under 40 years of age. . In addition to such dismal scenario, poor weather conditions in recent years (the drought of 2005 and the floods of 2009) have plunged some rural regions in an emergency and helped remove the prospects of better living conditions for rural youth.

According to the CWIQ survey, the rate of full-time employment in Togo is said to be 73 per cent, against 27 per cent for underemployment and 6.6 per cent for unemployment. Unemployment is higher for youth (15-29 years) than for adults and is higher in urban areas (22.5 per cent for youth) although the majority of the labour force (64.1 per cent) resides in rural areas. However, it is to be noted that the rate of youth underemployment is the highest in rural areas (21.7 per cent versus 16.1 per cent in urban areas). Main causes of the poor labour market performance of youth, as indicated by a 2008 survey are the low-level of education, and the lack of experience and professional qualification especially for tertiary educated youth. It is also worth noting the existence of a population segment made up of unskilled drop-outs that help their parents in farm and domestic work and in other income-generating activities. However, beyond the weak profiles of youth themselves, the poor labour market performance of rural youth is to also to be attributed to the low literacy and training rate of producers, which contributes to low labour productivity. In addition, the low operational capacity of agricultural services results in a situation whereby only 25 per cent of farms receive advisory support. The above contributes largely to the low adoption of technical innovations and to the fact that farm laborers do not receive technical training.

2. Project strategy

The proposal's development objective is to improve young people's access to better jobs, especially young un and under employed rural, small farmers and artisans by providing an integrated portfolio of services and goods: labour market information, entrepreneurship support, access to finance support, infrastructure and access to representative organizations.

The age bracket concerned ranges from 15 to 29 years, the most vulnerable bracket according to labour market figures. The latter clearly show that unemployment and underemployment are highest

for this age bracket. The consideration of youth up to 29 year old is based on the decade-long crisis the country witnessed, which affected educational enrolment for a larger share of the population. The project in the initial pilot phase will cover the areas that are the poorest as it is indicated in the latest Poverty Reduction Strategy Paper. The targeting of beneficiary groups in support of the proposal will proceed according to criteria including land availability, age and sex. The proposal is structured around the following immediate objectives.

Immediate objective 1: The capacity of the labour market institutions to provide information and support on employment opportunities for rural young men and women is strengthened.

Related output:

- Employment services will realize assessment of rural occupations and job profiles (in partnership with the IMF, youth organizations and farm organizations) to be based on the Employment Potentialities Map Survey in the prefectures and sub-prefectures.

Immediate objective 2: At least 13 000 young men and women with innovative programmes in rural areas receive adequate support for transforming ideas into viable businesses.

Related outputs:

- Extensive series of training delivered to selected beneficiaries. The trainings will concern: farming techniques, rural crafts and culture of savings, coaching and mentoring for future entrepreneurs;
- Trainings in non-agricultural jobs in support of agriculture (instrumental job creation);
- Construction of selected community infrastructure, including feeder roads, to be realized through as hoc partnership agreements.

Immediate objective 3: Financial inclusion of rural youth for the promotion of sustainable, productive, creative and decent jobs is promoted and realized.

Related output:

- Establishment of partnerships with financial institutions for the diversification of financial services to a more appropriate response to the needs of the rural sector, particularly youth with a promising programme. In this framework, the program will build on on-going initiatives and ILO extensive experience on social finance programmes.

Immediate objective 4: The participation of youth in agricultural organizations is strengthened.

Related outputs:

- Ad hoc conceived financial or behavioural incentives for the professional Agricultural Organizations (OPA) and the Professional Agricultural Economic Organizations (OPEA) to warrant youth participation and responsibility;
- Monitoring of management mechanisms the two organizations.

As these two organizations will play a major role as providers of services to their members, representing their interests, being anchor points for the systems of financing, the participation of young people in these structures is crucial to increase their social capital and access to market information.

3. Comparative advantage

The ILO's experience in labour market information, entrepreneurship and SME support, and social finance, notably in sub Saharan Africa, represents the background required to ensure efficient and effective implementation of the project. The choice of the poorest rural regions will leverage experience and on-going programs led by the United Nations system while defining experiences possibly replicable elsewhere.

4. Partners and beneficiaries

Beneficiaries: Young unemployed and under-employed rural, small farmers and artisans in Togo.

Partners: ILO constituents; local communities, Village Development Committees, Regional Chambers of Agriculture and professional organizations In addition, the ILO will mobilise agencies of the United Nations System (UNDP, FAO, UNFPA, etc.), to support the implementation of the project, develop synergies and explore areas for partnership (technical and financial) with a view to strengthening the project's impact. National initiatives for the development of rural jobs exist and will be used to replicate the models that are satisfactory (e.g. the Programme APARTogo). The project will also benefit from initiatives to make available land for the insertion of rural young people through the Planned Agricultural Development Programme (ZAAP) that includes the development of 200 hectares by region.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Decent work for Tunisian youth
Location:	Tunisia (selected Governorates)
Duration:	4 years
Lead Office:	Country Office Cairo
Budget:	US\$ 6,000,000

1. Background and justification

In Tunisia, the labour market situation of young people was at the heart of the revolution, reflecting decades of progressive degradation of the socio-economic system. The instability related to the democratic transition process in Tunisia, has further deteriorated employment prospects for young Tunisians. It is estimated that 20 per cent of the active population is currently unemployed, this is particularly affecting young people and, among them, young women and graduates. However, unemployment is only the tip of the iceberg. In fact, even when young Tunisians manage to find a job, most of the time, it is in the informal economy. There but also in the formal sector they often suffer from poor working conditions, lack of social security, disrespect for their rights and no representation.

The mismatch between the educative system outcomes and the labour market needs are one of the main barriers faced by young men and women in entering and remaining in the labour market. At the same time the lack of job creation is another major challenge. Finally the non-functioning of labour market institutions hinders further that young people find adequate jobs.

2. Project strategy

The aim of this proposal is to complement ongoing projects tackling the Tunisian youth employment crisis and make a significant contribution in facilitating young Tunisian men and women in accessing decent work.

Immediate objective 1: Young people enter smoothly and durably in the labour market of the targeted Governorates.

Related outputs:

- Socioeconomic status of the Governorates diagnosed;
- Regional action plans for youth employment prepared on the basis of the diagnosis;
- Public and private employment service providers supported to review their training offer and improve the quality of their services;
- Informal apprenticeship opportunities offered to unemployed low skilled youth;

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- Entrepreneurship training provided to young people by public and private institutions;
 - An entrepreneurship competition launched to give access to business start-up capital in innovative sectors;
 - An assessment of needs for educated young people conducted;
 - A territorial marketing campaign launched;
 - Local employment services strengthened to meet employers and job seekers' needs;
 - Training courses offered for educated young people in the areas of language, ICT skills, etc. (based on the identified needs) in cooperation with existing training institutions.

Immediate objective 2: Young people and other vulnerable groups get better access to employment as a result of improved governance of the labour market and on social security.

Related outputs:

- On-going programmes related to employment policies and social security monitored and evaluated;
- Capacity to conduct labour market surveys and analysis strengthened in Tunisia;
- Participative diagnosis on the barriers to formal entrepreneurship developed;
- Support of a national employment fund to guarantee the integration and expansion of existing measures supported;
- Social protection legislation reform, particularly in the informal sector, supported;
- The formulation of labour-intensive strategies for economic development supported.

3. Comparative advantage

The ILO is the leading UN Agency for employment in Tunisia.

The project will benefit from the significant technical capacity the ILO built in the country after the Tunisian revolution.

The project will benefit from the experience of the ILO in Tunisia that has already implemented 5 projects.

This project builds on existing public structures and programmes, such as the National Employment Strategy and the forthcoming Tunisian Social Pact that were supported by the ILO.

4. Partners and beneficiaries

Beneficiaries: Young people seeking to access a decent employment (both unskilled and skilled).

Partners: Ministry of Regional Development; Ministry of Vocational Training and Employment; Ministry of Social Affairs; ILO Social Partners; Representatives of the civil society active in the labour market.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Social and economic inclusion of youth working in the informal economy in Tunisia
Location:	Tunisia
Duration:	3 years
Lead Office:	Country Office Algiers
Budget:	Estimated budget US\$ 1,500,000

1. Background and justification

In Tunisia, the labour market situation of young people was at the heart of the revolution, reflecting decades of progressive degradation of the socio-economic system. The instability related to the democratic transition process in Tunisia, has further deteriorated employment prospects for young Tunisians. Also, regional disparities become more and more of a threat for stability in the country. In this situation unemployment is only the tip of the iceberg. Especially for low skilled, the only option they are often left with is to work in the informal economy which means low incomes, often below the minimum wage, poor working conditions, lack social security, disrespect for their rights and no representation. The frustration amongst these young people is particularly high and their needs need to be taken into account if social stability is to be reached in Tunisia.

2. Project strategy

This proposal complements existing projects tackling the Tunisian youth employment crisis and makes a significant contribution in facilitating young Tunisian's way out of the informal economy and into decent work.

The ILO adopts a unique, holistic approach to informal economy and the deficit of decent work in this sector. The integrated approach addresses the four decent work deficits informal workers are generally faced with (deficit of productive work, deficits of rights, deficit of protection and deficit of dialogue) in a coherent and comprehensive manner in order to have a long-term impact and to improve the situations of workers in the informal economy and help them on their way into formality. This approach will be complemented by a social and solidarity economy perspective, namely by Social Economy Enterprises and Organizations (SEEOs) that have been identified by ILO constituents as being a possible bridge between the informal and the formal economy. The proposal is structured around the following three immediate objectives:

Immediate objective 1: Government, employers' and/or workers' organizations take initiatives that facilitate transition of informal activities to formality.

Related outputs:

- Analysis of the deficits in the informal economy with regard to rights, quality/productivity of jobs, dialogue, and protection;
- Capacity built of constituents regarding ways out of informality;

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- Government and social partners assisted in their initiatives;
 - Capacity built of social partners in organizing the informal economy;
 - Initiatives aimed at reducing regulatory and administrative barriers to formalization. New approaches to regulation often called “regulatory best practices” which means striking the right balance between costs and benefits in regulatory interventions.

Immediate objective 2: Youth in the informal economy possess better means to initiate their transition from informal to formal activities.

Related outputs:

- Dialogue mechanisms for young people in the informal economy established;
- Capacity built for young people on social economy approaches to escape informality;
- Young people assisted in their ways out of informality through social economy approaches;
- Business services (finance, titling, infrastructure, public procurement, management support, skills enhancing, etc.) available for young people to attract informal micro and small enterprises into the formal economy.

Immediate objective 3: Develop policies to extend the national social protection coverage to cover informal economy workers and strengthen SEEOs that provide social protection services.

Related outputs:

- Legal deficits analyzed through tripartite dialogue including young people;
- Reforms of relevant legislation discussed and initiated.

3. Comparative advantage

The ILO is the leading UN Agency for employment in Tunisia.

The project will benefit from the significant technical capacity the ILO built in the country after the Tunisian revolution.

The project will benefit from the experience of the ILO in Tunisia that has already started the implementation of five projects. It will directly continue activities initiated on the informal economy (through the MDGF funded youth employment project that will soon come to an end).

This project builds on existing public structures and programmes, such as the National Employment Strategy and the Tunisian Social Pact that were supported by the ILO.

4. Partners and beneficiaries

Beneficiaries: Young people seeking to escape informality.

Partners: Ministry of Regional Development; Ministry of Vocational Training and Employment; Ministry of Social Affairs; ILO Social Partners; Representatives of the civil society active in the labour market.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION

Title:	Promoting youth employment through career guidance and skills development
Location:	Zimbabwe
Duration:	3 years
Lead Office:	Country Office Harare
Budget:	US\$ 2,700,000

1. Background and justification

Despite the fact that Zimbabwe's economy recorded real growth of more than 9 per cent per year in 2010-11, before slowing to 5 per cent in 2012, an estimated 65 per cent of the country's population continue to live below the national poverty line (71 per cent in rural areas and 61 per cent in urban ones). The phenomenon of working poor is actual and worrisome. The majority of working poor, including a significant number of women and young people, have received little or no formal training often lacking the employable skills to gain decent work. Compounding the situation is the fact that they are unlikely, due to the opportunity cost and to logistic, normative and organizational issues to have opportunities to access skills training programmes.

The Government of Zimbabwe acknowledges the critical role that an educated and skilled workforce must play in ensuring the country's social and economic development and its ability to compete in global markets. To achieve these objectives, a Draft National Skills Policy has been prepared that aims to develop skills for a globally competitive workforce, while at the same time, reaching out to poor, disadvantaged and marginal groups to provide them with training to assist them in gaining employment. The target group of the policy is vulnerable youth, with an accent on young women and men from rural, semi-rural and poor urban communities. The policy will provide the basis of cooperation between government, training providers, industry and other stakeholders, and as a result will strengthen the administrative infrastructure for the delivery of demand-driven training.

The proposed project will aim to support the implementation of the national skills policy by providing a wider spectrum of opportunities for marginalized and vulnerable youth to access education and career guidance and quality training. Extending the outreach of the existing Technical and Vocational Education Training (TVET) system will significantly increase the possibility of young people to earn an income through gainful wage or self-employment and other income generating activities, thus reducing their vulnerability.

2. Project strategy

The proposal will be aligned with the priorities of the draft national policies on employment and skills. The project's development objective is to warrant young people access to decent job opportunities by strengthening the operational capacities of national and provincial ministries of youth development, labour and education, and other stakeholders. Such capacity building will be realised by developing an integrated approach to education and career guidance and counselling, skills development and post-training/self-employment support. The aim will be to improve the quality and outreach of skills training targeting it towards young people in rural areas while at the same time developing their capacity to identify appropriate education, training and employment

opportunities strictly related to the foreseeable economic developments (i.e. skills needs assessments based on sectoral growth paths).

The proposed strategy is three-pronged, comprising: (i) the development of gender sensitive career guidance and orientation materials, (ii) the designation and training of special youth career guidance and employment cells at the provincial level allowing for specific attention to young girls and; (iii) allowing such cells to “reach out” to schools, training institutions and youth centres to promote new services to young people and sensitise them, as well as their families and communities, to the labour market. The proposal would be rolled out as follows:

Immediate objective 1: Capacity of young people to make effective career choices through pilot career guidance and employment cells is enhanced.

Related outputs:

- Six pilot Career Guidance and Employments Cells (CECs) created and made operational;
- CECs have developed a network with relevant labour market institutions;
- CECs’ services have “reached” youth in education institutions and youth centres, allowing for tailored services for young girls;
- Career reference materials have been developed in accordance to latest economic developments and made broadly available.

Immediate objective 2: Young people in targeted rural communities have been mobilized and empowered through an integrated skills development programme, including pre-and post-training support.

Related outputs:

- Economic opportunities assessment conducted in selected sectors, employment opportunities identified and selected beneficiaries provided with effective pre-training support;
- 4,000 gender balanced beneficiaries trained in vocational skills in the selected economic sectors;
- Trained beneficiaries provided with effective post vocational training support to ensure (self) employment in the areas of entrepreneurship development, business management, micro-finance and market linkages.

The project will build on the labour market information relating to skills supply and demand carried out under the LMI Unit of the Ministry of Higher and Tertiary Education. The information collected and analyzed will provide a basis to design and develop training programmes in accordance with the needs of the labour market. It will also provide the basis for an effective career guidance system at the provincial and district levels.

3. Comparative advantage

The ILO has been assisting Zimbabwe since independence and has provided a wide range of direct technical support and advice on employment and labour-related issues. Work on employment and capacity building remains a high priority in Zimbabwe's Decent Work Country Programme. The ILO chairs the Joint UN Thematic Working Group on the Economy, Employment and Poverty Reduction under the Zimbabwe United Nations Development Assistance Framework. The ILO is the lead UN agency on employment and skills development in the country and plays a lead role in policy forums such as the Medium-Term Development Plan of the Government of Zimbabwe. The project will build on previous work undertaken in Zimbabwe under a Danish funded programme on Skills for Youth Employment and Rural Development. The project will be implemented in eight out of twelve provinces in the country.

4. Partners and beneficiaries

The direct beneficiaries of the project would include officials of the above-mentioned government ministries such as the directors, principals, and teachers of the TVET system as well as the career guidance officials under the Ministry of Labour. The indirect beneficiaries will be 4,000 young women and men trainees in the TVET system of the country.

The proposed implementing partners would be the government, the Employers' Confederation of Zimbabwe (EMCOZ) and the Zimbabwe Congress of Trade Unions (ZCTU). The government structures would include the Ministries of Labour, Youth Development, Education, Higher & Tertiary Education, SME Development, Local Government, Women Affairs and Agriculture.