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Productive and Decent Work for Youth

in the Mano River Union: Guinea, Liberia, Sierra Leone and in Côte d'Ivoire

**4.5 million youth need employment:
An agenda for a multi-stakeholder programme**

ISSUES PAPER

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Introduction

This Issues Paper is intended to guide the discussions at the UNIDO/African Union (AU) High-Level Consultative Meeting, organized in cooperation with The United Nations Office for West Africa (UNOWA), and the United Nations Secretary-General's Youth Employment Network (YEN) on Productive and Decent Work for Youth, in the countries of the Mano River Union (MRU): Sierra Leone, Liberia, Guinea, and in Côte d'Ivoire.

The Issues Paper:

- Addresses the urgent need to create employment for 4.5 million youth aged between 15 and 29 years in the four countries, and anticipates the need to address the issue of employment of youth, whose population will peak within the next 10 to 15 years;
- Is based on an analysis of actions taken by the Governments of the MRU countries and of Côte d'Ivoire; the background study of best practices presented to this meeting; a major study undertaken by UNOWA on youth employment and regional security issues; and also on studies undertaken by the World Bank, UNDP, ILO and others on youth employment initiatives in the region;
- Provides a synopsis of Governments' policies and countries' priorities;
- Presents an overview of planned and/or ongoing initiatives and programmes by various stakeholders, on labour-demand and labour-supply issues in the four target countries¹; and
- Provides the basis for discussions on a multi-stakeholder programme framework, which could have sustained impact at the country level.

¹ The priorities and initiatives are summarized in Annexes c and d

I. Youth Employment - a stimulus to peace and economic stability

Over 200 million people in sub-Saharan Africa are aged between 12 and 24. The youth population of the region is growing and is expected to peak in about 15 years. This demographic transition would offer a window of opportunity, were the countries of the region to invest in their youth, in terms of basic health, education, and the improvement of their skills².

In the West African region, available data shows that in 2005, in the age group of 15-19, the economically active population was 49% among women and 58% among men³. The absolute levels of unemployment, when considered in conjunction with the effects of underemployment and poor work conditions, indicate that there are severe economic adversities faced by this age group.

The MRU countries and Côte d'Ivoire are particularly acute examples of the dangers of high youth unemployment since, in these countries youth unemployment and sub-regional security have become intimately linked. The proportion of young people in these countries without proper work exceeds 50% of the youth population⁴. As a result, some young people are forced into violent pursuit, and others participate in conflict because it readily offers an opportunity for economic gain. The consequent economic instability perpetuates joblessness amongst youth and further undermines the prospects for progress, creating a vicious cycle of poverty and violence.

The grave and damaging effects on already vulnerable youth populations from long years of civil conflict have made it difficult for Governments to cope with a complex youth-employment equation, which requires job-creation, skills-upgrading in urban and rural areas, conflict-management, reconciliation, and peace-building. Each of these constitutes a serious challenge and, cumulatively, they pose a major hurdle that needs to be overcome.

In summary, the future of the MRU countries, and West Africa as a whole, is conditioned by the prospects for young people, in terms of finding decent jobs and means of livelihood. Without a resolution to this problem, difficulties of establishing genuine peace, security, and development in the sub-region will continue to exert spillover-effects throughout West Africa. In addition, the young people in these countries will face

² World Bank, World Development Report (WDR) 2007: Development And the Next Generation

³ Labour force: All persons of either sex who furnish, during a specified time-reference period, the supply of labour for production of goods and services, as defined by the UN system of national accounts and balances. The economically active population, or labour force, is defined according to either current activity (previous week or a short reference period) or usual activity (previous year or a long reference period). The current economically active population involves persons who were employed (E) or unemployed (U) during a short reference period. Labour force (LF) = employed (E) + unemployed (U). It includes all economically active persons older than 15 or above the national minimum working age.

⁴ World Bank, World Development Report (WDR) 2007: Development And the Next Generation.

pressures to migrate illegally, and at considerable risk to themselves. Irregular and uncontrolled migration can have adverse consequences for both, the home and the host country.

Overcoming the threats requires concerted efforts by governments, the international community, the private sector, youth themselves, and other relevant stakeholders to generate prospects that afford a better future for young people. Those efforts need to be innovative and creative, learning from both the successes and failures of the past, and at the same time, developing new approaches and unveiling new opportunities.

II. What has been achieved ?

Job creation for youth: Past and ongoing efforts by Governments and various stakeholders

While policies have been developed and adopted by governments, their implementation and consolidation, especially with respect to empowering and integrating youth in the process of peace-building and generating sustainable development, is still in its early stages. National policies addressing youth employment have been formulated in all four countries.

Côte d'Ivoire identifies its youth as among the country's vulnerable groups and has developed a specific youth employment policy.

Guinea's Poverty Reduction Strategy Paper (PRSP), while not specifically identifying youth employment as a challenge, has established a national employment policy and made it operational through its National Employment Action Plan.

Liberia has developed a national youth policy targeting youth employment among other initiatives, and an Emergency Action Plan has also been developed to address immediate concerns.

Sierra Leone's PRSP has mainstreamed youth employment and the government has developed a National Action Plan on Youth Employment.

The realization of these Plans, however, requires funded programmes to be in place. The development and implementation of such programmes has been hampered by serious budgetary constraints - a problem that is common to all countries in West Africa. It is an imperative therefore, for discussions not only to stay at the level of ideas, but for concrete financial commitments to be made, in order to realize programme objectives.

The youth-employment challenges are national, as well as regional concerns, and have therefore been subjected to sub-regional, regional and international deliberations:

- Youth employment has been included as a key concern preoccupying UNOWA, the Office mandated by the Security Council to respond to issues of peace and security in West Africa. The study prepared by UNOWA - “Youth Unemployment and Regional Insecurity in West Africa”, laid the basis for the current partnership between UNIDO, UNOWA and YEN that has initiated this High-Level Consultative Meeting in Accra.
- In May 2004, a joint UNDP/ECOWAS meeting agreed on a Plan of Action for launching a Youth Peace and Development Forum for the identification of concerns, needs, and priorities, and for translating these into key programmatic interventions.
- In January 2005, a Youth Peace and Development Forum was convened in Conakry, Guinea, whose theme was *"Integrating Youth in Peace and Development Initiatives in the Mano River Union & Côte d'Ivoire"*. The Forum had the following objectives:
 - Development of a framework for a comprehensive sub-regional initiative to enhance youth participation in reconciliation, reconstruction and stabilization efforts in the sub-region;
 - Facilitation of the development of four implementable and fundable projects, the selection criteria of which would be youth issues with cross-border implications;
 - Provision of a platform for youth to articulate their views and concerns on their role in promoting peace, stability and reconciliation; and
 - Enhancement of the capacities of, and opportunities for, youth to play a more active role in peace and development in the sub-region.
- At the end of their regular consultative meeting in Conakry, Guinea, held in November 2005, the UN Country Teams (UNCTs) of the MRU countries and of Côte d'Ivoire mandated UNIDO to conduct a feasibility study on the establishment of a Trust Fund for the promotion of Youth Employment in the four countries. The draft proposal prepared by UNIDO, in collaboration with other Agencies, was unanimously endorsed by the four UNCTs at their Second Consultative Meeting in June 2006, in Freetown, Sierra Leone. The feasibility study has however not been undertaken, since funding has only partially been obtained.

- UNIDO, YEN and UNOWA established a partnership to undertake a study “Best Practices, Policy Environment, Tools and Methodologies for Youth Employment in West Africa”. This study is the main background paper presented to this High-Level Consultative Meeting. A summary of the findings of the study, covering policies, programmes and initiatives, is provided in the Annexes to this Issues Paper.

Key Question

Given that policies and plans are in place, what can be done to redress the imbalance that exists between intentions and resources - political, technical and financial - devoted to youth employment programmes?

Gaps and missing links

The UNIDO/YEN/UNOWA study reveals a severe gap in terms of the unavailability of data, a paucity of programmatic information, and analyses of programme impacts and outcomes. As a result, there is a lack of a systematic overview of efforts undertaken, which hampers the coordination and learning process needed for effective programme design and implementation.

Available information suggests a preponderance of youth programmes on the labour-supply side, as opposed to stimulating the demand for labour. Actions taken to increase job opportunities are usually formulated in terms of improving growth conditions for the private sector and for productive enterprise, within the overall context of economic recovery. The actual impact of these demand-side measures on youth employment is indirect.

Labour-intensive infrastructure projects (LIIPs) are typically high-visibility and immediate-impact options for providing jobs for relatively large numbers of unskilled workers. However, the jobs are generally of limited duration, lasting as long as programme funding is available. If these are combined with initiatives in areas such as literacy, numeracy, and skills development, they could attain a longer-term and sustainable impact by enhancing the employability of beneficiaries. Among the challenges confronting LIIPs, is the need to achieve greater local market-impact and to improve the gender-balance. Generally, women do not participate in such infrastructure projects as roadbuilding or other heavy construction projects, due to social and cultural barriers. However, the provision of skills development and micro-credit to women in areas where infrastructure projects are undertaken may provide, for example, an opportunity for their economic empowerment and participation in economic activity generated by such projects.

Economic and political reforms are major cornerstones of the demand-side discussion. These include, focusing on restoration of the rule of law, good governance, creating a macro-economic environment conducive to growth and development, financial sector reforms, and restoration of capital markets. While being necessary preconditions, such measures are indirect and long-term factors in the restoration of economic health and creation of youth employment. Since the countries of focus are small in size, the avenue for market development would sooner or later lie in the expansion of international trade. However, trade opportunities are limited and they bear risk. In order to minimize business risks, multifarious measures are needed to support the private sector and assist it in participating in the reform effort, in order to generate a healthy environment for the growth of enterprise.

Programmes for the promotion of SMEs have been undertaken both for existing and new firms. Those programmes are sometimes combined with micro-finance and other types of preferential credit schemes. However, micro-finance schemes specifically targeted at youth have yet to be fully developed. Barriers linked to geography, education, and non-targeted services often prevent young people from obtaining credits from banks, in addition to their being viewed as high credit risks.

In the MRU and Côte d'Ivoire there are numerous initiatives addressing primary/secondary/vocational education and training with an increasing attempt to enhance access by rural youth. There is also a considerable effort on promoting life-skills and continued learning for school dropouts, as well as on bridging gender gaps, and on the acquisition of technical skills. However, there are some persistent gaps in supply-side interventions. Presently the skills training available to youth is not undertaken on the basis of a systematic analysis of current and future market demand. This, in combination with low youth and community participation in the formulation of curricula and reform of education systems, inhibits the capacity of education and training programmes to meet the needs of youth and other disadvantaged groups.

The involvement of the private sector in education remains low. The evidence on private sector participation in the provision of tertiary education demonstrates that there are benefits, in terms of ensuring that young women and men are better prepared for the world of work. The benefits drawn from private sector involvement would increase the likelihood of such disciplines as business skills, ICT and entrepreneurship training being included in the educational curriculum. Furthermore, education and training programmes need to include labour-market services, such as job skills search, counselling, matching skills with demand, and mentoring. These measures could ease the transition from school to work by enhancing the ability of young people to take advantage of labour market opportunities.

Key Questions

- *How can the demand for youth employment be increased, apart from overall employment-generation?*
- *What could be the role of the private sector?*
- *Are there commonalities across borders in successful or failed approaches toward increased youth labour demand?*
- *How can UN Agencies and the World Bank work with governments and the private sector to improve the quality of labour, for enhancing the overall employability of youth?*
- *How best can efforts be coordinated, in order to avoid duplication and repetition of mistakes, as also to take advantage of economies of scale?*
- *How effective are the present vocational training systems and institutions? How, and who, should be involved in reform if necessary? What are the critical ingredients for the reform process?*

III. The Way Ahead

Governments, often with the support of international agencies, have conducted assessments, drawn up policy instruments and identified initiatives to address youth employment (see Annexes b and e). The challenge, therefore, lies not in rethinking the issues but in creating a multi-stakeholder effort to implement what has been envisaged, and acting on a sufficiently large scale, and in a coordinated manner.

Demand for Labour		Supply of Labour
<p style="text-align: center;">Community infrastructure renewal (immediate/short term impact)</p> <p>Labor-intensive public works in roads and communications infrastructure, sanitation, garbage disposal, provision of shelter, and community center rehabilitation.</p>		<p style="text-align: center;">Economic empowerment (short/medium term impact)</p> <p>Community-based development through youth-group-led initiatives.</p>
	Jobs for 4.5 million Youth	
<p style="text-align: center;">Reinvigorating the private sector (medium/long term impact)</p> <ul style="list-style-type: none"> - Private sector generated employment. - Self-employment programmes. <ul style="list-style-type: none"> Micro-credit programmes for youth Business development services - Regional and national business development. - Increased investment by local and multinational businesses. - Targeted development of sectors such as agriculture, agro-industries 		<p style="text-align: center;">Education/skills upgrading (medium/long term impact)</p> <p>Technical and vocational training</p> <p>Skills development</p> <p>Apprenticeship schemes.</p> <p>Labour market services.</p>

The design of a multi-stakeholder programme needs to address certain critical issues. These are:

a. Balancing demand and supply

As has been noted earlier, most programmes emphasize the improvement of skills of the youth labour force or support the creation of youth entrepreneurs, and the emphasis is placed on improvement of quality in the supply of employable labour. As for demand, emphasis is placed on creation of an environment conducive to the growth of the private sector – a measure that has indirect, but nevertheless important, implications in the creation of employment for youth. However the two aspects should not be isolated from one another, but be undertaken in a linked and complementary manner. There is need, therefore, for concerted efforts to seek a more direct role for the private sector in programmes that generate jobs for youth.

b. Exploring new productive opportunities

In generating growth, certain sectors readily offer themselves for promotion and development.

- *Agriculture and agro-businesses* offer a strong potential for youth employment. However, ownership of land, access to agricultural inputs, tools and technical training, are essential for the successful employment of youth in these activities, particularly in post-conflict situations where farmland is being reclaimed. Moreover, as the most dominant sector in West Africa, agriculture and agro-industry need to be integrated through mutually supported production and demand. Rural youth can be supported in undertaking farm activities, i.e., crop production, fisheries, animal husbandry, etc. Training needs to be provided in agro-processing activities i.e. fruit and vegetable processing processing, textiles/garments, leather production as well as the local manufacturing of basic agricultural tools. The production of such tools and implements can also offer opportunities for youth.
- *Enhanced access to reliable and affordable modern energy services* is a precondition for community-based development. As part of overall community rehabilitation, youth could become key actors for augmenting the provision of energy supplies based on renewable sources, to hitherto energy-deprived communities, thereby promoting income-generating activities. This could be achieved through Youth Cooperatives or Energy Service Enterprises (ESCOs), which would set up, manage and support community-based renewable energy systems and linked productive activities.
- *New information and communication technologies* are a means to increase the educational level of youth. They could lead to income-generating opportunities, e.g., through the establishment of youth-operated internet cafes and IT training centres.

- *Corporate partners*, as part of their corporate social responsibility, could invest in the region through the Growing Sustainable Business Initiative, thereby playing a role in generating youth-employment opportunities. Incentives are needed to enhance domestic and international private sector investment in the region.
- *Youth entrepreneurs* could be supported in building associations and clusters in order to gain critical mass, better utilize business services, improve their capacity to transact in markets, participate in national value chains, obtain credits by becoming more credit-worthy clients for micro-finance institutions.

c. **Best Practices**

In the West African context, it is too early to draw definitive conclusions on best practices based on youth employment programme outcomes, impact and sustainability, but key factors for best practices in the design of programmes and projects can be identified⁵. The following ingredients are critical:

- *Low-cost, simple solutions* may be more effective than aggregated macro- or meso-level programmes. The informal sector is a major source of employment and income for young people, whether they start business as small producers or engage in small-scale trade. The provision of capital and business skills is therefore essential to upgrade this sector in the longer term. Youth-led projects are often low-cost projects for community improvement, self-help, education, or small business start-ups, and they usually have SMART (Specific, Measurable, Achievable, Realistic, Time bound) objectives. Such projects probably have the most cost-effective impact on youth employment.
- *Short-term measures* need to be merged with *longer-term sustainable employment considerations*. Public works labor-intensive programmes with social benefits, i.e. slum upgrading, building of community centers, schools, health facilities, solid waste management, reforestation, irrigation systems, anti-erosion works and small dams, rehabilitation of markets, agricultural feeder-road construction, etc, can generate significant amounts of jobs for youth, in a relatively short period of time. However, they need to be combined with skills-upgrading programmes, to have longer lasting effects.
- Singling out *youth as a target group with concrete quotas* in affirmative action programmes could (in the short term) increase the impact and effectiveness of development efforts in the country.⁶

⁵ For example see Toolkit for Intervention: Youth & Conflict, USAID, 2005

⁶ ILO and UNDP: Employment Opportunities and Working Conditions of Rural Youth in Liberia, December 2006

- An integrated youth employment approach requires the cooperative effort of all **relevant stakeholders**: the Government, its partners, private businesses, and the youth, in working towards common goals in a specific youth-employment network. Such collaboration, from the outset, ensures local buy-in and enhances sustainability.
- Good programming creates viable outlets for youth to participate in community, regional, and national society, offering **platforms for the voices of youth** and including them in significant decision-making on issues that affect them.
- Most successful youth-oriented programmes have built-in structures for **youth leadership**. By playing a direct role in creating and maintaining their own programmes, they develop critical leadership skills and are motivated to participate more regularly.
- **Community-based programmes** are critical, as many of the needs of youth are collective and social.
- **Gender** issues must be at the forefront of programme design, as in many developing countries young women bear the greatest burden in meeting daily subsistence needs of families, and face significant obstacles in gaining fuller economic participation.
- Programmes that provide multifarious **opportunities for growth** tend to be more effective. i.e. programmes that combine job creation with training, conflict-resolution, political participation, sports and recreation, leadership, and health training in high-health-risk regions.
- **Mentoring** of youth by responsible adults in the community helps the former to widen their horizons and build pathways to the future.
- Creation of a **special governmental task force for youth employment** at a high political level, would bring together relevant line ministries, youth, and the private sector, to encourage the development of coherent and comprehensive youth employment policies and action plans.

All these measures would be, undoubtedly, most effective within the framework of policies and programmes that create business environments, which foster the growth of enterprise and generate economic efficiency and stability.

IV. Funding mechanisms

In addition to an enabling policy environment, targeted youth employment programmes are needed to put policy into practice. It is evident that all countries face funding constraints in implementation and those constraints need to be addressed on an urgent basis.

Key Questions

- *How can we best link policies and programmes to funding? What are the roles of governments, donors and financial institutions?*
- *Would it not be possible to set up national or regional funding mechanisms for youth employment? What would be the best form of those mechanisms and who would administer them?*

Annexes**a. Youth unemployment rates in MRU and in Côte d'Ivoire**

	Total Population (million) ⁷	Percentage of Youth (0-14) ⁸	Percentage of Youth (15-24) ⁹	Percentage of Youth (25-29) ¹⁰	Unemployed Youth
Côte d'Ivoire	18.2	45.1%	22%	7.6%	19% ¹¹ (31% ¹²)
Guinea	9.4	44.4%	19.2%	7.3%	N/A
Liberia	3.3	44.8%	19.7%	7.5%	88% ¹³
Sierra Leone	5.5	43.4%	18.8%	7.3%	60% ¹⁴

⁷ World bank, April 2005

⁸<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTCY/0,,contentMDK:20333437~menuPK:631181~pagePK:148956~piPK:216618~theSitePK:396445,00.html>

⁹<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTCY/0,,contentMDK:20333437~menuPK:631181~pagePK:148956~piPK:216618~theSitePK:396445,00.html>

¹⁰<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTCY/0,,contentMDK:20333437~menuPK:631181~pagePK:148956~piPK:216618~theSitePK:396445,00.html>

¹¹ As of 2004, AGEFDP, AGRPE (GOCI), Programme de Formation et Insertion des Jeunes

¹² Project d'aide mémoire sur l'insertion des jeunes en Côte d'Ivoire, 2003

¹³ Millennium Development Goals Report, Government of Liberia 2004 (LEEP/LEAP doc.)

¹⁴ UN support to the Sierra Leone NYEP, June 2006

b. Policy initiatives

Inclusion of youth employment in PRSPs/budgets

Country	Inclusion of Youth Employment in PRSPs	Budget Allocation for Youth Employment in PRSPs	Strategy for Youth Employment
Cote d'Ivoire	Targeted youth among vulnerable groups	Mainly through private sector development as a means to promote youth employment. (US\$130,658,322 spent in 2004 on private sector and agricultural development).	<ul style="list-style-type: none"> ▪ Reduce youth unemployment through the use of labour-intensive elements in all Government programmes ▪ Programmes aimed at training, capacity-building and sports. ▪ Joint staff assessment of the PRSP has raised concerns that they may not be fiscally sustainable and it is recommended that more fundamental issues be addressed. These are: private sector development, labour market frictions and policies, particularly on the demand side.
Guinea	Not addressed specifically	According to the 2006 PRSP progress report for Guinea, the spending on technical and vocational education was US\$ 1,820,641 in 2004 and US\$ 2,297,010 in 2005. The expenditure on social affairs and other categories affecting youth were also indicated, but there are no details on the amount spent specifically on youth.	
Liberia	No PRSP available	Not applicable.	Through the use of labour-intensive elements in all Government programmes.
Sierra Leone	Youth employment mainstreamed	The Sierra Leone PRSP for 2005-2007 indicates a projection of total budgetary resources without presenting a sectoral distribution of the budget.	<p>Establishment of a framework for effective youth development and employment policy formulation involving all stakeholders (including youth) at the district and national levels.</p> <p>Promotion of employment opportunities for youth in the formal and informal sectors by establishing and operating employment centres at district level; providing start-up kits and/or micro-credit facilities for technical/vocational graduates, and promoting special youth focused programmes in agriculture and fisheries.</p> <p>The creation of a Ministry of Youth and Sports, a national youth policy, national drug control strategy, national HIV/AIDS policy and the national youth development programme, a baseline study to develop a profile of youth in all districts, and a National Youth Coalition.</p>

Inclusion of youth in national employment policies and other initiatives

Country	
Cote d'Ivoire	<ul style="list-style-type: none"> ▪ Linked to the PRSP (January 2001). It aims to create a framework to promote the social and economic development of young women and men. ▪ Government implemented measures include the construction and outfitting of new socio-educational centres, the renovation of existing centres, and the involvement and participation of local groups and youth in managing these centres. ▪ A multi-stakeholder approach to foster partnerships between associations and municipal officials and between federations and the administration. ▪ Civic awareness amongst youth is being promoted, and a framework for exchanges with youth associations (annual youth conferences), has been established. Furthermore, sports is being used as a means to involve youth through building and equipping a number of local sports facilities, building infrastructure (gymnasiums, pools, multi-purpose track facilities) and revitalizing the Centre for Sports Medicine.
Guinea	
Liberia	<p>Liberian Emergency Employment Action Programme (LEEP/LEAP) is a government effort to address the massive unemployment situation that plagues the country. The immediate focus of attention is on creating jobs quickly while designing employment programmes that assure sustainable development. The strategy draws heavily on ILO's Global Employment Agenda (GEA), which offers a framework for employment policy, and encourages the government to establish employment strategies. The programme has five initiatives. These aim at:</p> <ul style="list-style-type: none"> - boosting employment through public works investments - enhancing skills training - facilitating the graduation of the informal economy and boosting the small and medium enterprise sector - improving the collection of labour statistics and market information, and - promoting social dialogue and strengthening of labour administration. <p>The Liberia National Youth Policy (NYP), December 2005, coordinated by the Ministry of Youth and Sports, targets youth with disabilities, street youth, those affected by HIV/AIDS, unemployed, out of school, and ex-combatants. The areas of intervention include:</p> <ul style="list-style-type: none"> • Education and Training: access, affordability and quality. • Mitigating Unemployment and Underemployment: Creation of an entrepreneurial development programme focussing on youth; development of a programme linking vocational and technical training to the job market; stimulating employment for youth with disabilities; establishing an affirmative action plan for women; establishing an industrial development plan that creates linkages between the primary and secondary sectors in order to increase production capacity and create jobs; and revision of labour laws. • Private sector involvement is to be boosted by an enabling environment for business and investment. Public-Private partnerships are being promoted in designing and implementing education and vocational programmes, while donor participation distills best practice and global experience for Liberian youth. Youth organizations also play a critical role in the implementation of the NYP.

Sierra Leone	<p>The National Action Plan on Youth for Sierra Leone (May 2006) aims to provide immediate employment opportunities for young people and develop a medium- and long-term strategy for tackling youth employment. Broadly, the programme has the following objectives:</p> <ul style="list-style-type: none"> • increasing direct and mid-term employment and self-employment of youth in key sectors (in line with the PRSP); • enhancing the skill level, confidence and employability of youth to enhance their capacity to contribute socially and economically; • centralizing youth employment issues in the overall national development framework. <p>The specific goals are:</p> <ul style="list-style-type: none"> • to engage 4,800 skilled and unskilled youth in public works related activities by improving the sanitation and general environmental situation of their communities; • to coordinate and promote existing youth employment initiatives undertaken by NGOs, private sector institutions and Government Ministries, Departments and Agencies (MDAs); • to provide training in agricultural production and processing techniques to 16,000 youth for employment in food production; • to provide entrepreneurship training and grants or start-up kits to 5,000 youth trained for self-employment; • to conduct a comprehensive study on youth employment and related issues for medium and long term planning and programming. <p>The strategy of the Sierra Leone Government provides for active involvement of a number of Ministries (e.g. Ministries of Trade and Industries; Agriculture, Forestry and Food Security, etc.), Agencies (e.g. SLRA, NaCSA), and community groups for the provision of human and material resources and for active engagement in the process. The Ministry of Youth and Sports plays a coordinating, monitoring and supportive role.</p> <p>The programme will focus on five areas:</p> <ol style="list-style-type: none"> 1. Support to Youth in Agriculture 2. Youth Agricultural Farm Scheme 3. Youth Enterprise Development 4. Public Works Scheme 5. Youth Employment Study
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c. Examples of youth-targeted programmes to increase demand for labour

Country	Public work programmes	Private sector contribution to youth employment
Cote d'Ivoire	Road rehabilitation programmes with l'Agence de Gestion des Routes (AGERROUTE) and Waste Management programmes with CARE-CI ¹⁵ .	Information not available.
Guinea		Information not available.
Liberia	Liberian Energy Employment Action Programme (LEEP/LEAP) Targets for youth employment still to be determined.	Information not available.
Sierra Leone	Public works programmes Target for youth: 4,800	Information not available.

¹⁵ Côte d'Ivoire Youth Reinsertion Study –Summary Report- Report for the World Bank. Prepared September-November 2006. P.7

d. Examples of youth-targeted programmes to improve the supply of labour

Country	Basic education/ Skills development	Technical and Vocational training	Apprenticeship programmes	Entrepreneurship development
Cote d'Ivoire		<i>CLASSE expansion project:</i> strengthening formal and transitional education systems that encourage school attendance and support a new generation of farmers who can increase productivity and profitability, issues that are vital in making agriculture more attractive for young people. ¹⁶		
Guinea				
Liberia	<i>Accelerated Learning Programme</i> (government and UNICEF) to educate an estimated half a million in need of literacy and basic education training. ¹⁷ Students complete the normal six-year primary cycle in three years.	<i>Youth Capacity Building Project</i> (YMCA Liberia) includes provision of vocational skills in combination with empowerment and business support to facilitate the entry of ex-combatants into the labour market. In 2004: 1,000 former ex-combatants training in a range of vocations including carpentry, masonry, plumbing, hairdressing etc. These young people benefited from psycho-social counselling in addition to internships at various job sites. Assistance to more than 2000 <i>farmers</i> (SARA, local NGO) out of which 10% youth. Skills training in <i>carpentry</i> , <i>pastry</i> (Project New Outlook, an international NGO).	Most popular <i>apprenticeship</i> systems are blacksmithing among the Lormas, carpentry among the Vais, tailoring and auto mechanics among the Mandingoes, and fishing among the Krus. ¹⁸	Training for <i>self-employment in micro enterprises</i> (several vocational training providers): Understanding basic principles of doing business. Adaptation of the business training manual Grassroots Management Training in Liberian English (key component of ILO project on vocational training). Effective tool in providing <i>grassroots business management training</i> to semi-literate beneficiaries. Training of Trainers (TOT) in the use of the training manual. Manual still being used, however, there is a need to revitalize the network of trainers through additional TOTs and to reprint the manual.

¹⁶ In developing an important link with the USAID/WCF Global Develop Alliance Small Tree Crop Program, the initiative also creates school gardens that will serve as practical laboratories for crop diversification and farming productivity to ensure the long-term sustainability of agricultural livelihoods.

¹⁷ Draft Employment Opportunities and Working Conditions of Rural Youth in Liberia, UNDP/ILO, December 2006, p. 16

¹⁸ Labour Market and Training Needs Assessment, ILO/UNICEF. P.34.

Country	Basic education/ Skills development	Technical and Vocational training	Apprenticeship programmes	Entrepreneurship development
Sierra Leone	<p><i>The Disadvantaged Children and Youths' Programme (DCYP)</i>¹⁹ provides capacity- building for disadvantaged children and youth through skills training and formal and non-formal education, in Freetown and the Kenema District. Funded by the Development Cooperation Ireland and UNICEF, DCYP.</p> <p><i>Basic Education for Youth in the Post-Conflict Situation project</i> (GTZ/Sierra Leone) combines basic education (written language skills, basic mathematics, science, basic health and basic political education) with a pre-vocational component (local trades and crafts and productive activities) on the one hand, and social education for children and youth promotion as well as support for war-traumatized children and youth, on the other hand. Youth groups are engaged as multipliers in the three centres : Koidu, Kailahun and Freetown, in outreach to other marginalized youth from the municipalities, addressing such issues as HIV-AIDS, conflict transformation, motivation and drug prevention.²⁰</p>	<p><i>Youth in Crisis Project</i> (Action Aid) consists of :</p> <p><i>Youth housing scheme</i> provides on-the-job training for youth in the production and marketing of building materials and construction/building techniques in different communities;</p> <p><i>Food for Training</i> (FFT) component (WFP) as an incentive for trainee participation on a monthly basis and to improve work performance.</p> <p><i>Youth Fishing Project</i> provides training in fish production, processing and preservation, marketing skills, business savings, credit and related issues.</p>		

¹⁹ World Bank Sierra Leone Youth and Employment Study (forthcoming).

²⁰ World Bank Sierra Leone Youth and Employment Study (forthcoming).

e. Proposed initiatives in the Mano River Union and in Côte d'Ivoire²¹

Demand for labour	Supply of labour
<p style="text-align: center;"><u>Generating the private sector</u></p> <p><u>Sierra Leone:</u> Business linkages. Community-based services. Self-employment programmes. Financial support to youth to start and run micro enterprises, i.e. farm settlements, business incubators, growth centres, other industrial opportunities. Private sector-generated employment Conditions have been established, for companies tendering for public works programmes, as to the percentage of their workforce drawn from youth.</p> <p><u>Liberia:</u> Promoting use of local labour in the implementation of projects selected by the District Development Committee. Upgrading traditional technologies. Standards for quality control and formal certification Promoting agro-industries Fruits and vegetables (Maryland County). Fisheries (Maryland's coastline for commercial fishing with potential markets in interior or neighboring countries). Local small enterprise development in the rubber sector. Post-catch processing of fish and related services. Rehabilitating rice mills (Lofa). Encouraging production of simple farming tools. Rehabilitation and expansion of commercial plantations Rubber, sugar cane and oil palms. Cross-border trade Tourism industry (coastal areas of Maryland). Mining industry (Nimba) Service providers (Ganta) - trailers, mechanics, blacksmiths, carpenters, cosmetologists</p> <p><u>Côte d'Ivoire:</u> Value chain development Industries that could generate jobs on a competitive and sustainable basis, e.g. in the agricultural sector (palm oil, maize, cashew, rubber) and in waste management.</p>	<p style="text-align: center;"><u>Education/skills upgrading</u></p> <p><u>Sierra Leone:</u> Gender sensitive training and skills development: Apprenticeship programmes. Mentorship. Business incubators. Promotion of an entrepreneurial culture. Vocational training programmes (in cooperation with the private sector).</p> <p><u>Liberia:</u> Rehabilitation of technical and vocational training institutions. Combination of apprenticeship schemes and institutional learning. Apprenticeship support programmes: tools, material, and food are provided for apprentices placed in firms hiring such people. Business skills for the informal sector. Reconsidering gender-based skills training, skills choices, and offering childcare facilities. Professional skills development in rubber production.</p> <p><u>Côte d'Ivoire:</u> Supporting entrepreneurship development Vocational training (aligned to real demand for employees) "Business Gateway" in Abidjan: drop-in centers for aspiring entrepreneurs. Apprenticeship programme.</p>

²¹ Drawn from "Employment Opportunities and Working Conditions of rural Youth in Liberia, Prepared for ILO and UNDP, December 2006

UN Support to National Youth Employment Programme in Sierra Leone, Government of Sierra Leone, UNDP in partnership with the Ministry of Youth and Sports and the UNCT, June 2006

Côte d'Ivoire Youth Reinsertion Opportunity Study, Summary Report, Report for the World Bank, Report for the World Bank, January 2007

Demand for labour	Supply of labour
<p data-bbox="334 373 735 401" style="text-align: center;"><u>Community infrastructure renewal</u></p> <p data-bbox="237 466 391 493"><u>Sierra Leone:</u></p> <p data-bbox="269 495 797 737"> Labour-based public works combining wage-earning apprenticeship and market driven skills acquisition in: Environment, sanitation, roads and communications, incineration of garbage, shelter, community center rehabilitation, rehabilitation of social infrastructure destroyed by war. Remuneration of youth through a mix of cash and food-for-work. Number of Youth targeted: More than 10,000/year </p> <p data-bbox="269 772 688 825"> Public and private employment intensive investment programmes </p> <p data-bbox="293 827 773 932"> Setting up of production centres such as the Freetown Production Centre. Creation of industrial parks, and farm settlements. Agricultural and industrial businesses. </p> <p data-bbox="237 993 331 1020"><u>Liberia:</u></p> <p data-bbox="269 1022 776 1211"> LEEP job creation programme (ILO, WB, UNDP, UNMIL) Massive job creation for repairing war-damaged infrastructure including road rehabilitation and waste management. Aims to create 30,329 jobs over next six months. Number of youth targeted: not yet determined. </p> <p data-bbox="237 1268 396 1295"><u>Côte d'Ivoire:</u></p> <p data-bbox="269 1297 773 1518"> Labour Intensive Public Work (LIPW) in road rehabilitation and waste management (AGERROUTE and CARE-CI). The Cleaning Caravan initiative for sustainable job creation in waste management. Number of youth targeted: More than 4,000 jobs in road rehabilitation, and more than 50,000 jobs in waste management. </p>	<p data-bbox="1037 373 1320 401" style="text-align: center;"><u>Economic empowerment</u></p> <p data-bbox="859 982 953 1010"><u>Liberia:</u></p> <p data-bbox="891 1012 1333 1064"> Micro-credit programmes for young people. Access to savings and deposit services. </p> <p data-bbox="891 1125 1382 1152"> Youth-led initiatives: No information is available. </p>