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AFRICA FOR RESULTS INITIATIVE

*From the African Community of Practice on Managing for
Development Results at the African Capacity Building Foundation*

COMPENDIUM OF CASE STUDIES ON YOUTH AND MANAGING FOR DEVELOPMENT RESULTS (MfDR)



THE AFRICAN CAPACITY BUILDING FOUNDATION | FONDATION POUR LE RENFORCEMENT DES CAPACITES EN AFRIQUE

Securing Africa's future through capacity development



AFRICAN DEVELOPMENT BANK GROUP

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Supported by



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¹ See the Case Studies matrix in Annex 1 in order to access all the full papers under this theme.

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List of acronyms

ACBF	The African Capacity Building Foundation
AfCoP	African Community of Practice
AfDB	African Development Bank
AIDS/HIV	Acquired Immunodeficiency Syndrome/Human Immunodeficiency Virus
ASRH	Adolescents' sexual and reproductive health
ASWAp	Agriculture Sector Wide Approach
BPC	Business Plan Competition
BVIS	Bwanje Valley Irrigation Scheme
CAADP	Comprehensive Agriculture Africa Development Program
CABS	Central Africa Building Society
CBZ	Commercial Bank of Zimbabwe
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CSOs	Civil Society Organizations
DFID	Department of International Development
GDP	Gross Domestic Product
ICPD	International Conference on Population and Development
ILO	International Labour Organisation
LED	Light-emitting diode
MDGs	Millennium Development Goals
MfDR	Management for Development Results
NGO	Non-Governmental Organisation
PISA	Programme for International Student Assessment
SDGs	Sustainable Development Goals
SMEs	Small and Medium-Sized Enterprises
SMI	Safe Motherhood Initiative
SRH	Sexual and Reproductive Health
SSA	Sub-Saharan Africa
TIMSS	Trends in International Mathematics and Science Study
YOUWIN	Youth Enterprise with Innovation in Nigeria
ZYC	Zimbabwe Youth Council

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SYNOPSIS

The African continent has seen an unprecedented youth bulge. Half of the population is under 25 years of age, and from 2015-2035, there will be an annual increase of 500,000 young people aged 15. Though, African countries have experienced rapid gross domestic product growth in the last decade, their youth unemployment remains high. The growth of almost all African countries still depend on primary commodities for their exports and the failure of this growth to reduce poverty is stark in several countries. Thus, African youth unemployment is on the rise exacerbated by an absence of industries that may employ a great number of youth. Although significant proportion of African youth are better educated, many are unemployed or underemployed in the informal economy and part of the problem is a mismatch between the skills that young jobseekers have to offer and those that employers need. In general, barriers to youth employment include lack of job creation, vulnerability of young workers to layoffs when economic growth falters, high labor costs or unrealistic wage expectations on the part of youth, discrimination (negative attitudes toward inexperienced young workers), poor access to fundamental education (including lack of skills from limited job experience and thus little access to on-the-job training), and inadequacy of government policies to fully support youth empowerment. Particularly, youth unemployment is higher among females because of cultural expectations of marriage, care-giving, and domestic work. Whilst, demography is an important contributor to Africa's youth unemployment, the latter is also found to be structurally, geographically, and socially complex.

Initiatives are being implemented throughout the continent by governmental organizations, civil society organizations, international development agencies, etc. to increase the number of youth in the labour force and entrepreneurship ventures. Some of these initiatives are innovative and worth sharing with practitioners and policy makers to entice them in replicating those approaches. In this framework, the African Capacity Building Foundation (ACBF) under the African Community of Practice on Managing for Development Results (AfCoP-MfDR) developed some case studies on these initiatives. The targeted initiatives are summarized in this compendium in two main themes as follows: Youth entrepreneurship and employment initiatives in Africa - Unleashing the power of youth and the demographic dividend in Africa. This compendium on youth and MfDR, which aims to become a benchmark of successful initiatives in different regions across the continent, has been developed to help African countries in replicating and/or scaling up successful initiatives. The compendium puts together the following key policy recommendations: enhance integration of youth into political processes at national, regional and international levels by strengthening existing youth programmes; improve youth education and employment to harness the opportunities for economic growth associated with the demographic dividend; and support youth entrepreneurship in order to incite jobs creation. Additionally, African countries should be supported by capacity building coordinating institutions on the continent so that they can develop and implement well-focused and impact driven policies and programmes on pressing issues facing the youth.

1. INTRODUCTION

Africa's Agenda 2063 and the Sustainable Development Goals (SDGs) provide a unique opportunity to incorporate youth policies into comprehensive sustainable development strategies. After all, improving outcomes for youth through appropriate youth employment and social policies is fundamental to inclusive and sustainable societies and to the achievement of the SDGs. In this regard, the four strategic objectives² of the International Labour Organization (ILO) Declaration on Social Justice for a Fair Globalization, adopted in 2008 and evaluated in 2016, can help to develop and shape national strategies for youth employment, combat decent work deficits for youth, address poverty and inequality and equip youth with the means to achieve a more equitable and prosperous future (ILO, 2016). Youth, following the African Union definition as those between 15 and 35 years old, represent a crucial resource for society and the continent labour force. Accordingly, addressing labour market and social challenges faced by youth is imperative, not only for the well-being of the youth but also to ensure sustainable and inclusive growth and improved social cohesion on the continent.

Initiatives are being implemented throughout the continent to increase the number of youth in the labour force and entrepreneurship ventures by governmental organizations, civil society organizations, international development

agencies, etc. Some of these initiatives are innovative and worth sharing with practitioners and policy makers to entice them in planning such initiatives in their regions. Hence, the African Community of Practice on Managing for Development Results (AfCoP-MfDR) documented some of these initiatives to capitalize the knowledge generated. Ten case studies have been developed targeting various approaches and sectors capable to deal with youth issues.

This compendium on youth and MfDR aims to become a benchmark of successful initiatives in different regions of the continent. Additionally, its development facilitates access and utilization of the knowledge products created over the past years by the AfCoP community on youth issues. The development of the compendium follows four phases. The first phase deals with the classification of the case studies in main themes. The second one reviews the literature to write a background on youth issues and MfDR in Africa, while the third one summarizes the case studies. The fourth phase revises and finalizes the document.

The document is organized into five sections. Section 2 presents a background on youth issues and MfDR in Africa. Sections 3 summarizes the case studies and classifies them per theme. Section 4 concludes the compendium and provides policy recommendations and capacity imperatives. The section 5 presents a matrix of the case studies.

²(i) promoting employment by creating a sustainable institutional and economic environment, (ii) developing and enhancing measures of social protection – social security and labour protection – which are sustainable and adapted to national circumstances, (iii) promoting social dialogue and tripartism; and (iv) respecting, promoting and realizing the fundamental principles and rights at work (ILO, 2008).

2. BACKGROUND ON YOUTH ISSUES IN THE CONTEXT OF MfDR IN AFRICA

Sub-Saharan Africa faces an unprecedented opportunity. According to Filmer *et al.* (2014), half of the population is under 25 years of age, and from 2015-2035, there will be an annual increase of 500,000 young people aged 15. Though, African countries have experienced rapid gross domestic product (GDP) growth in the last decade, their youth unemployment (age 15–24) remains much higher than in the rest of the world (AfDB, OECD, UNDP, and UNECA, 2012). For instance, Filmer *et al.* (2014) argued that the growth of almost all African countries still depend on primary commodities for their exports and that the failure of this growth to reduce poverty is stark in several countries, including oil-rich Angola, Gabon, and Nigeria, and noticeable in others, such as Mozambique and Zambia. As a result of this, African youth unemployment is on the rise exacerbated by an absence of industries that may employ a great number of youth. As an example, though North Africa countries have implemented many policies and programs to deal with youth unemployment, this region has the highest youth unemployment rate (31.4 percent) in Africa (World Bank, 2014) and was expected to remain elevated at 29.3 percent in 2016 and 29.2 percent in 2017 (ILO, 2016). In Sub-Saharan Africa, the youth unemployment rate is expected to continue on its downward trajectory, which began in 2012, reaching 10.9 percent in 2016 and decreasing slightly to 10.8 in 2017 (ILO, 2016).

Although the percentage of African youth with secondary and tertiary education is increasing, many are unemployed or underemployed in the informal economy and part of the problem is a mismatch between the skills that young jobseekers have to offer and those that employers need (ACBF, 2016). Barriers to youth employment include lack of job creation, vulnerability of young workers to layoffs when economic growth falters, high labor costs or unrealistic wage expectations on the part of youth, discrimination (negative attitudes toward inexperienced young workers), poor access to fundamental education (including lack of skills from limited job experience and thus little access to on-the-job training), and government policies that discourage work (AfDB, OECD, UNDP, and UNECA, 2012). In the same vein, ACBF (2016) identified demography as an important contributor to Africa's youth unemployment which it also found to be structurally, geographically, and socially complex. Structurally, most youth are in jobs with low wages, long hours, little personal and job security, and no social protection. Geographically, youth unemployment varies between urban and rural areas. Socially, African youth unemployment also differs by educational attainment and gender, being higher for the least educated and for women (ILO, 2012). Particularly, youth unemployment is higher among females (Garcia and Fares, 2010; ILO, 2012; Honwana, 2012) because of cultural expectations of marriage, care-giving, and domestic work (Okojie, 2003; OECD, 2012; ILO, 2015; ACBF, 2016).

Poverty and quality of employment continue to have a disproportionate effect on youth. For instance, in Northern Africa, almost one in every four working youth in the region is estimated to be living in extreme or moderate poverty in 2016 (ILO, 2016). This represents a considerable improvement over the 1991 figure when almost half of all employed youth were living in poverty. However, since 2012 there have been virtually no signs of a reduction in this rate, although the gap between youth and adult working poverty rates remains relatively slight. In Sub-Saharan Africa, the region continues to report the highest youth working poverty rates globally, at almost 70 percent in 2016 (ILO, 2016). Although this rate has declined by 10 percentage points since 1991, it is important to bear in mind that the number of poor working youth has increased by as much as 80 per cent since that date (ILO, 2016). This is coupled with the fact that young workers in the region have one of the highest probabilities of living in poverty in comparison to adults (ILO, 2016). Based on the aforementioned, youth employment issue in Africa is still daunting, yet Africa's vibrant youth represents an enormous opportunity, particularly now, when populations in other parts of the world are aging rapidly.

Africa's youth bulge offers a range of opportunities. First, the world's goods and services cannot be produced without working-age labor. Sub-Saharan Africa can be the main supplier of the world's workforce, either by producing goods and services in the region or by sending workers to regions with a shortage of workers. Second, manufacturing wages in other regions are rising. Africa's labor force should compete for these jobs. Third, increasing concentrations of workers in urban areas can be a source of innovation and

rapid economic growth (World Bank, 2008). Young people will be at the forefront of these developments.

In the absence of formal wage jobs, youth have found innovative ways to express and exploit their talents and capabilities in many sectors including the informal sector. Given the large numbers of youth entering the labour market each year, and the weak structural transformation of most African economies, the informal sector will remain a major employer of youth, particularly the less skilled and less educated, for decades to come. There is therefore a need for a shift in policy thinking across Africa. It is imperative that policy makers make concerted efforts to raise productivity (and thus earnings) in the informal sector, rather than continuing to focus exclusively on the formal wage sector. In this regard, policy makers need to learn from, and work with the youth to enable scalability of certain youth initiatives (Fox *et al.* 2016). Increasingly, youth are seeking control of their economic fates with high rates of entrepreneurship – though business survival and growth remains a challenge for far too many. Today's young people are ready and willing (but not necessarily able) to put their ingenuity and resources to work for themselves and their communities. In addition, there is an added benefit when focusing on youth entrepreneurship: young entrepreneurs are more likely than older entrepreneurs to employ other youth, and young people are active in high-growth sectors (Amoros *et al.* 2013). Policy makers are increasingly recognizing that system wide interventions (such as stimulus and stabilization packages, education interventions, infrastructure, and so on) do not deliver help to young people

with sufficient speed or certainty. They are finding, instead, that specific vulnerabilities related to youth employment can be dealt with through micro-policy interventions with quicker results, and recognizing that public policy should be used to intervene where market failures lead to poor social outcomes for young people. Some solutions to the youth employment challenge, especially micro-interventions aimed at the household unit or individuals, show such promise that they demand and justify the greater level of attention accorded to them in recent years (S4YE, 2015). In the same order, ACBF (2016), submitted that Africa's youth unemployment requires long-term, deliberate, well-targeted, and coordinated interventions. Addressing it requires integrated, comprehensive, and long-term approaches to rural development that provide an enabling legal framework, stem rural-urban migration, and ensure that educational systems provide marketable skills.

3. CASE STUDIES

Some case studies have been developed from 2012 to 2017 on youth issues within the African Community of Practice on Managing for Development Results (AfCoP-MfDR). The present section summarizes them and teases out the success and failure factors that render them interesting and worth sharing with practitioners and policymakers. The case studies are presented in two main thematic areas as follows:

- Youth entrepreneurship and employment initiatives in Africa
- Unleashing the power of youth and the demographic dividend in Africa



THEME 1: YOUTH ENTREPRENEURSHIP AND EMPLOYMENT INITIATIVES IN AFRICA

Case study 1: **Evans Wadongo:**

A successful Kenyan young entrepreneur in energy innovations

Background

The use of energy is a critical factor in poverty reduction (Doczi *et al.*, 2013). Access to energy allows people to cook, heat their homes, use information and communication technologies, and benefit from better health and education services (UNDP, 2005). It enables people to earn a living; it widens their livelihood options and strengthens resilience in the face of economic, social and environmental changes (Doczi *et al.*, 2013). Unfortunately, access to energy especially electricity is very low in African countries, impacting all development sectors. The challenges in the energy sector include barriers to scaling up access and use of renewables. Watson *et al.* (2012) characterized the barriers to accessing energy as economic, technical, political/institutional and socio-cultural, but argued that these barriers need to be viewed in an integrated way as they are inter-related. For the poorest households in developing countries, the affordability of modern energy is a barrier. The costs for new electricity connections or for equipment and the recurring costs of energy

services such as monthly charges, prevent them from using modern energy (Doczi *et al.*, 2013). This story featured Evans Wadongo who designed a low cost solar lamp, set up a company, and elaborated a business model which succeeded though his main clients are low income households.

This case study aims to publicize the story of the successful venture that propelled Evans Wadongo from a simple innovator to one of Africa's Best Young Entrepreneurs. It is also worth sharing with young African people to inspire and engage them in entrepreneurship for the structural transformation of Africa.

Activities and Results

Generally, poor households without electricity spend most of their incomes on kerosene which affects their health. The kerosene lamp emitted light which was too weak for use by all members of his household. Evans Wadongo saw many children dropping out of school because of punishment for not completing their homework.

To date, many children with limited access to lamps drop out of school in rural Kenya because they feel incapable of learning new materials and keeping up with other children. He also saw many experience burns in their houses caused by kerosene. Moreover, the use of kerosene lamps has negative health consequences since children must sit directly over the kerosene lantern to use the light to read.

Thus, born out of a strong desire to help his fellow Kenyans, Evans, at just 19 years old, developed the idea of replacing kerosene lamps with solar-powered LED (Light-emitting diode) lanterns. As a student at the Jomo Kenyatta University of Agriculture and Technology, Wadongo saw holiday lights made from LEDs and developed the idea to use LEDs in small villages for general lighting. He designed a manufacturing system for portable LED lamps that could be recharged by sunlight. While many such lamps are already on sale and are increasingly making their way into villages in poor countries, Evans Wadongo decided to make a difference. He designed an alternative – a simple, sun-powered lantern which is named *Mwangabora*, which means “good light” in Swahili. The lamps are made from locally sourced scrap metal and fragments of solar panels that charge a battery-powered LED light, while a USB port can be built into the base, enabling people to charge phones and radios. The solar lamps are made from at least 50 percent recycled materials.

Evans realized that using his solar lamps help communities to save enough money to create

small businesses. He then developed the 'Use Solar, Save Lives' program to enable families to secure a regular source of income, after purchasing solar lamps. After engaging communities to embrace the concept, he then set up a company named GreenWize Energy which built upon the successful venture of the program to generate profit and help communities improve their livelihoods. GreenWize Energy Limited is an innovative and fast-growing energy social enterprise, operating in Sub-Saharan Africa and incorporated in Kenya.

After running the enterprise since 2013,³ the following results were achieved:

- Solar-powered LED lanterns *Mwangabora*, light up several villages in the rural areas of Kenya. Over 24,000 households in rural villages across Kenya had *Mwangabora* lanterns, with an average of five or more people per household using them.
- The solar lanterns enabled the villagers to create small businesses and improve their livelihoods. When villagers acquire the solar lanterns, they start saving the money they would have spent on kerosene fuel to buy food or invest in projects that generate additional incomes for their household.
- The enterprise turnover is boosted when villagers' economic situation is improved. As profits rolled in from new microbusinesses such as those mentioned above, the villagers who acquired the initial lanterns paid for them later and gradually buy new batches of lamps.
- Evans Wadongo is also changing lives with

³ <https://vc4a.com/ventures/greenwize-energy-ltd/>

the manufacturing jobs he is creating. The enterprise employs workers for the manufacturing of the solar lamps. Three men in a workshop can make 100 lamp housings a week. For this number, each man earns US\$ 110 per week - far above the Kenyan monthly average minimum wage in urban areas excluding housing allowance (around US\$ 170).

- The solar lanterns help keep children in school by giving off a powerful light that can be shared by many, without threatening their health. In communities which experience the solar lanterns, secondary school drop-out rates decreased from 7% in 2007 to 5.3% in 2009, and absolute poverty decreased from 62% in 2006 to 57.47% in 2009.
- The innovation contributes to the mitigation of climate change. Burning kerosene fuel produces large quantities of greenhouse gases. Therefore, adopting the solar lanterns is an efficient way to reduce the pressure on the environment and mitigate climate change.

Lessons learnt

This story of Evans Wadongo showed how well African people can fix African problems with local resources. Though there are still much to do in this area, his technology is contributing to solve rural electrification in Kenya, opening the road to other people to also invest in the sector. More, with public policies support, his business model

could sustain and maintain the social and economic benefits for poor households. Finally, as modern energy encompasses electricity, clean-burning cooking, technologies, etc., this story could be an example for future interventions in the energy sector.

The successful venture of Evans Wadongo provided us with key lessons as follows:

- Tax reduction policies are necessary to promote innovative business models that target populations with low purchase power;
- An integrated innovation stands a good chance to succeed in African contexts, hence the necessity to support local entrepreneurs through public policies;
- An integrated business model can have a positive impact in building the capacities of Africans.

Policy recommendations

In terms of recommendations, the story of Evans Wadongo showed that support to local innovators in Africa cannot be overemphasized. This requires appropriate investments, design and implementation of science, technology and innovation policies to train and equip young innovators. It is important that African governments and regional institutions establish the appropriate mechanisms and frameworks to leverage and scale up innovations that could drive Africa's transformation.

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Web link to the full knowledge product

<http://afrik4r.org/wp-content/uploads/-2017/01/Young-Entrepreneur-Energy-innovations.pdf>



Case study 2: Patrick Ngowi:

*A Successful Tanzanian Young Entrepreneur
in Solar Energy Solutions*

Background

With a population of 51.9 million and a Gross Domestic Product (GDP) estimated at US\$27.3 billion in 2016, Tanzania is the second largest economy in East Africa⁴. Like in other African countries, mobile phone use has rocketed in Tanzania in the past decade putting the mobile phone penetration rate at 67 percent⁵. Like all sub-Saharan African (SSA) countries, Tanzania faces tremendous challenges to ensure access to energy. In the country, the spread of mobile phones has far outstripped that of grid electricity, as 85 percent of the population were still living off-grid in 2011⁶. This included most households in rural areas, but also those on the outskirts of cities like Arusha where the grid is available but the connection cost of around US\$700 is prohibitive for most people. In this country, there are some solar-home systems which can provide the needed power to run lights, mobile phones and other small appliances but the initial connection cost and after sales service prevent widespread adoption of these systems. As such, most of the

citizens do not have access to electricity. As an alternative, they rely on kerosene to light up their houses. If Tanzania is to realize its development objectives, access to clean and affordable energy should be increased by involving private sectors in the energy sector and developing innovative mechanisms. This case study features Patrick Ngowi, a successful young Tanzanian entrepreneur who built a multi-million-dollar business from solar energy – one of Africa's most lucrative but unexplored business opportunities. This case study aims to share the story of this successful young multi-million entrepreneur Patrick Ngowi who started from a simple business idea to become one of Africa's Best Young Entrepreneurs.

Activities and Results

At age of only 15, and still a student in secondary school, Patrick Ngowi ventured into the mobile phone business by selling call cards (recharge vouchers) which he noticed were scarce in the

⁴ <http://countrymeters.info/en/Tanzania/economy>

⁵ <http://www.reuters.com/article/tanzania-telecommunications-idUSL5N0XD37P20150416>

⁶ <https://www.aiche.org/chenected/2016/03/leasing-solar-power-million-rural-customers-tanzania>

area. By the time he turned 18, he was fully into the mobile phone trade selling cheap handsets which he bought from Hong Kong. Patrick sold more than 5,000 handsets (at an average price of \$20) in one year alone. During his short stint in the mobile phone business, Patrick noticed that many of his customers did not have access to electricity and getting their phone batteries charged was a serious problem. It was during his frequent trips to Hong Kong and China that he discovered solar panels and learned about renewable energy for the first time. By then, Tanzania had critical energy infrastructural challenges. This problem provided the inspiration into the potential of solar power and the lucrative opportunities it holds in Tanzania and Africa's future. To prepare himself for this future, Patrick enrolled in Dezhou University in China, where he studied renewable and alternative energies (with emphasis on solar power). While at Dezhou, Ngowi started an informal exporting business. He had previously built relationships with a few friends in the construction industry so he had a lot of orders from them.

By the time he had finished with his studies, Ngowi had built up enough capital and was able to load his own consignment of solar and thermal equipment. He headed back to Arusha, Tanzania to set up his own business. It was in 2007 that he started Helvetic Solar Contractors. His company was the only one based in Arusha offering solar products. His other competitors were in Dar es Salaam, but a distance away, giving him the market.

Through his company and leadership, Patrick achieved the following results:

- **Lighting the rural communities in East**

Africa: Patrick's company has installed more than 6,000 small rooftop solar systems in Tanzania and four other East African countries – Kenya, Uganda, Rwanda, and Burundi – by end of 2013

- **Wealth and job creation:** In 2011, the company made \$2.8 million in revenues, then \$6.8 million in 2012. The success of Ngowi's company proves that Africa's market and demand for solar energy is indeed lucrative. Also, the enterprise creates and sustains decent jobs especially to young people through its distribution operations and sales centers.
- **Philanthropy - Investing in others:** Helvetic Group supports the Light for Life (L4L) Foundation, an initiative that aims to offer basic lightning facilities to the rural households, by providing renewable energy sources.
- **International recognition:** The experience of Patrick Ngowi impressed the international community for the valuable impact his work had on the poor households of rural Africa and on young people's self-employment, job creation as well as wealth creation. Helvetic Group of Companies Founder and Group Chairman Mr. Patrick Ngowi received many awards for his achievements (Forbes list of 30 under 30 Africa's Best Young Entrepreneurs, Forbes' list of Young African Millionaires to Watch in 2013, East Africa's Young Business Leader of the Year 2014 by Forbes and CNBC, etc.).

Lessons learnt and policy recommendations

The successful venture of Patrick Ngowi provided Africans with key lessons and policy implications as follows:

- Investment in solar energy has huge returns and can be a profitable venture. Solar energy stands a good chance to succeed in African contexts, hence the necessity to support local entrepreneurs through appropriate policies.
- Tax reduction policies are necessary to promote innovative business models that target populations with low purchase power.
- Local entrepreneurs and business men and women can become local philanthropists and reduce dependence on external donors.
- An integrated business model can have a positive impact in building the capacities of Africans, resulting in the structural transformation of Africa.

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Web link to the full knowledge product

<http://afrik4r.org/wp-content/uploads/2017/01/Young-entrepreneur-Clean-Energy-Tanzania-AfCoP.pdf>



Case study 3: Unpacking Nigeria's policy response to youth unemployment:

The Youth Enterprise with Innovation in Nigeria (YOUWIN)

Background

Youth unemployment in Nigeria has reached an alarming stage and this is largely driven by a growing youth bulge in the country, which can be seen either as a blessing or a curse, depending on how it is addressed by the Government. In the 15 – 24 age bracket, unemployment is estimated to be 46%, and most shockingly, every year, about 1 million aspiring students pass Nigeria's Joint Admission Board's entrance exam, but only 200,000 of them gain admission that same year (National Bureau of Statistics, 2013). To further show the size of the problem, the Ministry of Interior conducted a job recruitment exercise into the Nigerian Immigration Service in March 2014. Over 500,000 Nigerians applied for a job into the service even though there were only 5,000 positions available. In response to this huge challenge, the Government of Nigeria is currently implementing, as part of its overall response strategy, two key projects to deal with the unemployment challenge, one of which is the Youth Enterprise with Innovation in Nigeria (YOUWIN). This case study brings out the innovative solution implemented by the Government of Nigeria to tackle youth unemployment through entrepreneurship in order to entice other African countries in resolving this continental issue.

Activities and Results

The YOUWIN Program is a collaboration between the Ministry of Finance, the Ministry of Communication and Technology, the Ministry of Youth Development, and the Ministry of Women Affairs and Social Development. This collaboration gave birth to the annual Business Plan Competition (BPC) for aspiring young entrepreneurs in Nigeria, in line with the Federal Government's drive to create more jobs for Nigerians. The main goal of the YOUWIN Program is to generate jobs by encouraging and supporting aspiring entrepreneurial youth in Nigeria to develop and set in place business ideas that will lead to job creation. The program provides aspiring youth with a platform to showcase their business acumen, skills and aspirations to business leaders, investors and mentors in Nigeria. The Program is supported by the World Bank and the Department of International Development (DFID) of the British Government.

The YOUWIN program started with a call for submission of business plans, using a web portal (www.youwin.org.ng). In the first cycle in 2011, more than 50,000 applications were received. The plans were then evaluated and 6,000 applications

were selected, equally representing the different geographical regions of the country, but considering the quality of their business plans, the number of persons the business will employ if funded and other criteria. The 6,000 semi-finalists are then trained, on the rudiments of business planning, proposal writing, budgeting etc. and they are expected to use the lessons learnt to beef-up their business plans and re-submit them. Out of the 6,000 trained, 1,200 finalists are selected at each cycle to receive a grant between 1 million (USD 5,900) and 10 million Naira (approx. USD59,000) based on the assessment of their business needs.

Established in 2011, the YOUWIN program has completed 2 cycles with 12,000 direct beneficiaries. 6,000 semi-finalists were trained in each cycle while 1,200 finalists received grants to support their existing or new businesses at each cycle. Differently from what usually happens with Government initiatives, where beneficiaries of Government interventions are mostly pre-determined and slots filled up with persons who have ties to Government, the YOUWIN initiative has successfully ran 2 cycles without any scandal as the competition is rigorously supervised and the assessment conducted by a team of independent evaluators from all over the country. According to the figures released by the Government in December 2013, the finalists have created a total of 26,859 direct jobs in the second cycle. A further breakdown of the figures shows that 22,060 jobs were created from the YOUWIN 1st cycle, while the balance of 4,799 jobs has so far been created in the second cycle.

Challenges and lessons learnt

There are many challenges and lessons learnt from the YOUWIN program which can be

summarized as follows:

- **The elitist nature of the YOUWIN program:** the YOUWIN program is seen as elitist as applications are strictly web-based. With an internet penetration rate of 28% in Nigeria (ITU, 2013), any potential young applicant without access to the internet is disenfranchised.
- **Grant versus loan/equity:** The YOUWIN program gives grants to its 1,200 winners at every cycle and not loans. This is worrisome as many analysts have queried that the business owners might not take the business seriously as they do not have anything to lose if the business fails. Similarly, the initial amount dedicated to the program will continue to deplete and in the long run the YOUWIN program would become unsustainable for the Government.
- **Number of beneficiaries at every cycle:** Considering the number of unemployed youth in Nigeria, the number of direct beneficiaries in the scheme (1,200) every year is relatively small. Although, each beneficiary is expected to employ other young people, currently, there is no data available to show the total number of jobs that has been generated by YOUWIN beneficiaries nationwide.
- **The assumption that the challenges to innovation and entrepreneurship is funding and training:** The YOUWIN program is premised on the assumption that the main challenges to enterprises are funding and training and so it provided them to its beneficiaries. However, Nigeria operates in a very harsh business climate. Nigeria was in 2014 ranked 147 out of 189 countries in the ease of doing business at a global scale (World Bank, 2014).

- **Defining the age of beneficiaries:** Although the YOUWIN program was created to provide training and funding for youth businesses, the age classification of beneficiaries (up to 45) is beyond the definition of the youth age. The National Youth Policy in Nigeria defines youth as all young male and female aged between 18 and 35 years, who are citizens of the Federal Republic of Nigeria. The African Youth Charter also corroborates this definition as it clearly defines youth as between 15 and 35 years of age.

Policy recommendations

Considering the challenges faced by the program, it is important that the Government revisits the way the project is currently designed:

- Subjects of grants versus loan/equity, especially if one thinks of the sustainability of the project in the coming years.
- Review the age qualification to focus only on youth: it is important that a project meant to tackle youth unemployment should focus solely on youth to create specific opportunities for them. The age qualification for applying to the YOUWIN grants, which is extended beyond the age of 35, defined by the national youth policy, is not acceptable and should be reviewed.
- The number of beneficiaries per cycle: it is important to scale up the number of beneficiaries per cycle from 1,200 to 6,000 every cycle or to increase the number of cycles in a year from one to four to reach more beneficiaries and create more jobs for young people within Nigeria.
- It would also be interesting to compare the YOUWIN initiative in Nigeria with similar programs across the African continent such as the Youth Development Fund in Zambia, the Youth Enterprise Development Fund in Kenya and the Youth Venture Capital Fund in Uganda. Such comparative analysis may elicit best practices and lessons that would improve the YOUWIN program.

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Web link to the full knowledge product

http://afrik4r.org/wp-content/uploads/2017/05/CaseStudy3_NigeriaPolicyResponsetoYouth-Unemployment.pdf



Case study 4: Youth employment through agricultural development:

Evidence from Malawi

Background

Youth in Africa are facing high unemployment rate due to an unprecedented youth bulge, which is not matching job opportunities. Entrepreneurship has been earmarked as key solution for youth employment; however, entrepreneurship without adequate financing is meaningless. For instance, most of the countries promote entrepreneurship yet the resource envelope to finance these entrepreneurship ventures remains very thin. In addition, commercial banks require collateral in exchange for credit, hence most youth are disadvantaged as they do not have any valued asset for that purpose.

The Government of Malawi agreed with its development partners to formulate the Agriculture Sector Wide Approach (ASWAp) aimed at increasing agricultural productivity, achieving 6 percent annual growth of the agricultural sector, improving food security, diversifying food production to improve nutrition at household level, and increasing agricultural incomes of rural populations (GoM, 2011).

ASWAp has mainstreamed empowerment issues to enhance capacity of the youth, women and men to contribute to agricultural development. It is in this context that this case study uses examples from the Bwanje Valley Irrigation Scheme (BVIS)

in Malawi to highlight how agricultural development programs reduce youth unemployment in rural areas. This case study in Malawi is used to showcase some of the opportunities that the youth can take advantage of in the face of high unemployment rate. It is envisaged that the presentation of this case study will motivate most youth who have access to land to invest in agricultural development.

Activities and Results

It was revealed that on average the youths harvested 20 bags of rice and 16 bags of maize from a 0.4 hectare of land. The agricultural produce ensured that these groups could have enough food for the whole year. In Malawi, maize is the staple food hence the youthful farmers mostly sold their rice to vendors.

The youth who participated in the irrigation scheme earned an average of MK 87093.63 (US\$581.41) while the adults earned an average of MK 79615.63 (US\$473.90) as agricultural incomes from the sales of their agricultural produce on the 0.4 hectare from each agricultural season. This is expected to double if they practice crop intensification.

It was also observed that the youth were occupying management positions in the water management and marketing committees. This ensured that the voices of the youth could be properly articulated in the development process.

Lessons learnt

Agricultural development programs involving the participation of youth can improve food security and the poverty status of young people. The increased income led to other multiplier effects such as blossoming of small and medium enterprises (i.e. shops), the construction of houses with iron sheets, and buying of livestock, etc. It should also be highlighted that irrigation is one of the climate adaptation strategies, hence it helped the youth to adapt to climate induced effects such as drought. Interventions involving youth and adult partnerships through reallocation of the same piece of land can also ensure that there is a narrow income inequality gap between these two groups.

Policy recommendations

Mainstreaming policies in agricultural development programs that encourage voluntary youth participation is a foundation to mitigating youth unemployment. It should be emphasized that the youth in rural areas will not venture into informal jobs or migrate to urban centers if they notice that they will be self employed and have increased incomes through the agricultural sector. The promotion of modern agriculture has considerable potential for job and wealth creation and may absorb large numbers of youths migrating to urban areas. For example, availability of tractors for land preparation will entice the youth to voluntarily participate in these labor-intensive agricultural programs. It is also important for agricultural based economies to invest at least 10 percent of their national budget into the agricultural sector following the Comprehensive Africa Agriculture Development Programme (CAADP). It is envisaged that such development will be highly beneficial for most farmers and youth.

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Web link to the full knowledge product

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Case study 5: Exploring Urban Youth Unemployment in Zimbabwe:

Mufakose and Mbare Residential Areas in Harare

Background

In Sub-Saharan Africa, about 60 percent of those unemployed are youth (ILO 2010). The 1995 Zimbabwe Poverty Assessment study (Government of Zimbabwe 1996) showed that youth have the highest unemployment rate among all the age groups in Zimbabwe. According to the Zimbabwe National Statistics Agency Report of 2014, the rate of unemployment in the country was 11.3 percent in 2013, up from 4.8 percent in 2011. This has been fiercely contested however by civic organizations such as National Association of Non-Governmental Organisation (NANGO), which claimed in its 2015 report that formal unemployment stood at 95 percent, with youth constituting 68 percent of the unemployed. The expansion of the informal sector in Zimbabwe has been a response to the shrinking opportunities in the formal sector. This case study characterized causes and consequences of urban youth unemployment and different interventions by state and non-state actors to draw appropriate lessons and formulate policy recommendations to tackle this important issue.

Activities and Results

Different forms of unemployment among the urban youth in Zimbabwe were identified in this case study. The majority are young men and

women who finish secondary school but fail to continue with their education. They are expected to be independent economically, but lack job opportunities. To address this urban youth unemployment there are various state and non-state interventions being implemented. For example, the government created a Youth Fund that helps to stimulate job creation as well as empower the youth through the provision of long-term loans. This fund is being coordinated by three local banks: Commercial Bank of Zimbabwe (CBZ), Central Africa Building Society (CABS), and Stanbic Bank. These banks were said to have pooled resources into the Youth Fund and this money is disbursed to the urban youths for them to start income generating projects. CBZ contributed US\$1 million and from that amount, youths are given a maximum of \$2,000 to start a project, to be repaid in two years with an interest of 15 percent a year. CABS reserved US\$10 million for the Youth Fund and disbursed loans of \$5,000 as maximum repayable over two years with 15 percent interest a year. Stanbic Bank reserved US\$20 million for the Youth Fund and applications from youths are approved on merit. There is no ceiling on the amount of these loans. The government had also realized that stimulating jobs in the industry was

proving to be a mammoth task. Hence, the government resorted to empowering the youth through opening vocational training centers. Youths were being asked to enroll for various specialties that include carpentry, welding, sawing, and agriculture. These skills are given to complement funding opportunities spearheaded by the government through the Youth Fund.

Regarding non-state interventions, the Zimbabwe Youth Council (ZYC) plays a critical role in bridging the gap between the government and young people in the country. Its mandate is to convey youth concerns to the government and advise the government on strategies to eradicate problems faced by the youths. There have been some programs initiated by the ZYC to reduce youth unemployment through empowering them economically. Specifically, ZYC was trying to include youths in the country's indigenization program. Various youth group like a group called *Upfumi Kwadiki* (“wealth to the young ones”) has been also created to generate opportunities.

Challenges and Lessons learnt

- The major cause of urban youth unemployment is excessive rural to urban migration, mainly by youths against the background of a shrinking economy from 1980 to the present era. The government's lack of capacity to employ newly qualified youth is another key driver. Political patronage thrives in Zimbabwe and this has adverse effects on the prospects of youth to secure employment.

- The transformation from the Zimbabwean Dollar to the multicurrency system in 2009 led to the closure of many companies and the ending of many backyard economic activities that had dominated the country.
- On the effectiveness of the vocational training centers, the main challenge that they faced was funding after completing their training.
- With youth marginalized economically, economic prospects are bleak. It also eliminates investment from the few who are employed as they are left with the burden of providing for the unemployed. Unemployment leads to lower standards of living. Urban youth unemployment also leads to drug abuse, violence, and other crimes, as well as prostitution.

Policy recommendations

In terms of recommendations:

- **It is imperative for the government to review its national youth employment policy.** It must investigate major youth challenges such as job availability and sustainability, rights to work, social protection, entrepreneurship and self-employment, education and training, and funding for projects.
- **There is a need to integrate the piecemeal efforts made by the government and civil society organizations.** It is crucial to prioritize career guidance and offer extensive dissemination of skill requirements to curb the gap between skills produced and labor

- market requirements.
- **The government also needs to cultivate entrepreneurship education in schools and tertiary institutions** to facilitate self-employment.
 - Finally, **transparency in job processes, capacity building for youth and government, and entrepreneurial approaches** should be central.

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Web link to the full knowledge product

<http://afrik4r.org/wp-content/uploads/2017/01/Urban-Youth-Unemployment-AfCoP.pdf>



Case study 6: Innovative strategies for increasing youth employability:

The case of Kenya

Background

Three decades of economic and political reforms in Africa have opened up new avenues for poverty eradication and wealth creation in many countries. In the tertiary education, new public and private universities have sprung up increasing access to higher education to many who were trapped because of limited access.

However, in many countries many young people are leaving school and colleges well trained and equipped with skills that do not help them to secure jobs (AfDB 2011). Africa is home to the youngest population in the world with over 65 percent of its people aged below twenty-five years and the percentage is predicted to reach 72 percent in 2045 (AfDB 2011). The current youth bulge is taking place faster in Africa than any other continent and will accelerate in the next ten years (Hope Sr., 2012, Karkara, 2015).

This case study examines the causes of unemployment among the youth in general and among post-secondary school graduates. The focus will be on strategies that have been put in place to address shortcomings behind this phenomenon and innovative programmes and projects that have been launched in Kenya to increase youth employability.

Activities and Results

According to Hope Sr. (2012), demographic factors contribute a lot to youth unemployment in Kenya. High rates of population growth produce more young people than the labour market can absorb. Kenya has had a youthful population with the number of people aged between 15 and 35 years having gone up from 3.3 million in 1969 to 13.7 million in 2009. Most of the young people in Kenya live in rural areas or in urban slums and their livelihoods depend on static agricultural production systems and informal sector activities which are insecure and do not assure them of decent working conditions and incomes.

The causes of youth unemployment in Kenya do not differ from those in many other (African) countries. The mismatch between available jobs and the number of people leaving school has been a perennial factor behind fruitless job search by the youth and disappointing recruitment drives by employers (Johnson and Ferej, 1997). The lack of international recognition or accreditation of courses offered in the formal and informal vocational training institutions also contributes to the failure of the youth to get decent employment abroad.

Policy analysts based at the African Development Bank (AfDB), the International Labour Organization (ILO) and the World Bank (AfDB 2011, ILO 2011) have suggested several conditions required to make youth employability a core strategic objective and goal. As a result, some innovative programmes have been launched in Kenya to increase youth employability through a holistic approach to skill formation.

One step out of Ivory Tower: The Kenyatta University Student Training for Entrepreneurship Promotion (STEP) Program: The initiative has taken a problem rather than a program orientation. The difference between the two is that a problem approach is more holistic and focuses on multiple aspects of a program rather than simply one or two aspects. The holistic approach of the program is that while offering mainstream courses on business management and administration, the students are given a three-month course on entrepreneurship during which they develop their business projects which are incubated under the program. It also supports students with funds for starting their businesses (Wanderi, Kisato and Mwangi 2015).

Farmers as Learners: Jomo Kenyatta University of Agriculture and Technology (JKUAT): JKUAT mandate is to translate research results into practical solutions to the problems of farmers in Kenya. It has designed its research and training activities to attract entrepreneurs from

farming and small-scale enterprises aligned to agriculture. It was the first institution of higher education in the East African region to embark on research and training of farming communities on the production of tissue culture bananas. In addition to this flagship technology program, JKUAT has launched other programmes aimed at increasing the skills of artisans and operators of small and medium sized enterprises in agriculture.

Skills Training in the Slums: The Craft Silicon Computer Training Bus in Nairobi: The training is done on a bus which is equipped with computer tables and solar panels. It covers Kibera, Mathare, Kangemi, Kawangware and Mukuru slums. Kibera is the second biggest slum in Africa. Training is provided for two days every week in each of these slums and it takes approximately two hours.

Youth to Youth Skill Training: The Digital Opportunity Trust Internship Program in Kenya: The peer to peer learning program targets young university and college graduates who indicate elements of passion for entrepreneurship and change. They are given training and after qualifying they are deployed in their communities to train other youth. The key philosophy of the program is that the youth should be treated as beneficiaries, partners and leaders.

Challenges and Lessons learnt

From the in-depth study of STEP by Wanderi,

Kisato and Mwangi (2015), there were some constraints which the students experienced. Lack of time was one of them, as the classes were organized during day time when they were supposed to be at their normal places of business. Furthermore, the participants were not well-established business people, so they needed training but also, they needed more time with their regular businesses to make ends meet. In spite of these and other constraints, the programs have continued attracting more and more applicants and supporters. The important lessons we can learn from the different initiatives are the following:

No group of youths should be written off without trying: the slum youths in Kenya have proved to be capable of being trained and securing jobs despite their poor background. Given an opportunity, even those in remote and forgotten areas can be transformed into dynamic and resourceful workers.

Innovation produces further innovation: Training youths on a bus on a street in a high-density slum area is innovative and creative and it stimulates innovativeness and creativity within host communities and the trainees.

Limitations of space are an advantage in informal training: Small space on a bus or a mini or micro enterprise where everything is explained to everyone and which allows learners to copy, listen and learn from each other, facilitates easy team working and cooperation.

Policy recommendations

Youth employment can be dealt with innovative skills development: The common characteristics of the initiatives covered in this study is that they target youths out of school and out of work. They are community focused, holistic, rich on local content and they effectively addressed supply and demand side factors behind youth unemployment.

There is need to give awareness training to the broader population on the need to train children on creativity, perseverance, resilience and cooperative competition, because they pick such traits as they grow.

Knowledge on ICT keeps on mutating and to cope with changes, education and training have to be life long and successful training requires continuous practice and access to computers and connectivity.

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Web link to the full knowledge product

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THEME 2: UNLEASHING THE POWER OF YOUTH AND THE DEMOGRAPHIC DIVIDEND IN AFRICA

Case study 7: Youth participation in Managing for Development Results (MfDR)

Background

The youth has been traditionally seen as a development challenge and is often portrayed as a homogeneous 'ticking time-bomb' group rather than individual autonomous agents responsible for their own acts. This is also to a certain extent reflected in policy agendas on youth, which tend to overemphasise the challenges facing youth and generally missing the opportunities that young people bring to the African continent. In the last two decades, a more affirmative view of youth has emerged; that, young people are seen as 'resources' capable of making valuable contributions to society (Finn and Checkoway 1998, Catalano et al. 1998). This perspective was influenced by the notion that emphasis should be put on young people's strengths rather than deficits. Research has shown that when given an opportunity to participate, young people can bring in unique contributions. The development and understanding of youth participation can be positioned within this perspective, as the underlying assumption of young people's participation is that they have a valuable contribution to make in both political and social life. Youth participation

refers to the process through which youth influence and actively engage in initiatives, decisions and resources that affect them.

This case study revolves around the assumption that we are no longer questioning whether youth should be engaged in management for development results, but are now asking how best to do so. This case study seeks to throw light on the overarching policy frameworks crafted in Africa that give direction on youth participation and engagement in development. In addition to a short discussion on the policy perspectives, the document presented three case studies that demonstrated how youth participation initiatives are being domesticated in various places around the world.

Activities and results

Policy development: *Youth policy makers in South Africa*

Like many countries, South Africa is one country that has established formal structures for youth participation in national development processes,

including the National Youth Commission (NYC), South African Youth Council (SAYC) and Umsombovu Youth Fund (UYF). These youth structures played pivotal roles. For instance, community-based youth organisations played a pivotal role in advocating for improvement of children and young people's livelihood.

Organisational development: *Hiring youth as experts, government of Kenya*

The Ministry of State for Youth Affairs in Kenya was established in 2005 to represent and address youth concerns in the country. The ministry embarked on carrying out a country wide situation analysis of young people by young people in 2008, hiring young professionals across a number of sectors. At the end of the exercise, the youth consultants developed national plans of action for each of the sectors which were incorporated into the national planning exercise.

Strategic planning: *The Hampton city youth planners, USA*

The Hampton City Council formed a Coalition for Youth as its first step toward full youth engagement in 1990. The Coalition comprised of community leaders and a Youth Task Force of 25 young people. Subsequently, the Council initiated a two-year strategic planning process with the aim of creating a more youth-friendly city. The process culminated in the development of a “youth agenda” for the city, which was adopted by the City Council. The Hampton city's success in mainstreaming youth ideas and concerns across its decision-making structure is the result of identifying youth as resources, seeking genuine youth inputs into planning processes, developing cooperative strategies for youth skill building, training young people in group process and

project management skills, and giving young people the space and time to contribute their ideas to ongoing city planning and development.

Implementation: *Organisation of African Youth*

The Organisation of African Youth (OAYouth) is a registered continental, member-based non-profit organisation headquartered in Harare, Zimbabwe. OAYouth serves as a platform for young people to assert their power in numbers, energy and imagination to transform Africa to be a beacon of hope for all its people. Through structured programs, OAYouth harnesses resources and ideas to empower tomorrow's leaders today. They have led several youth consultations with the aim of gathering youth priorities and coming up with a set of recommendations that reflect the values and aspirations of young people. Also notable are, youth roundtable meetings held alongside high level forums, the Global Youth Forum, and the African Youth Conference on the Post-2015 agenda.

Monitoring and evaluation: *Africa Youth Trust (AYT)*

AYT is an initiative of the African Youth Parliament in collaboration with other youth groups. AYT has been actively involved in promoting and propagating the New Partnership for Africa's Development (NEPAD) and the associated African Peer Review Mechanism (APRM) at national and continental levels and have gained critical insights into the needs of African youth. AYT has developed several initiatives such as the 'Youth Action against Corruption' program; the 'Making Agenda 4 a Reality for Kenyan Youth' project; and the AYT's gender empowerment program.

Challenges and lessons learnt

The case studies demonstrate 4 factors for building strong, sustainable partnerships with youth: (i) take into account the personal and community development goals and objectives defined by youth; (ii) create a social and physical space for youth to participate in development processes; (iii) design a structure of adult and young people's peer-to-peer mentorship to enable success and sustainability; and (iv) encourage youth in role modelling behaviour and in supporting their peers into action. From this study, there are key strategies to promote effective youth participation in the development process. These strategies include: (i) prioritise and institutionalise youth participation into the different settings and practices that young people experience on a regular basis, (ii) consider supporting youth-led organisations that maximise spaces for democratic participation and (iii) Simulate a real partnership with young people at the community, national, and global level through support to their own initiatives.

Policy recommendations

At the policy level, the following recommendations are formulated:

Encourage the implementation of the African Youth Policy. The African Youth Policy provides a roadmap for youth participation in national development. Through this, an innovative culture can be fostered through creative education systems, entrepreneurship education and access to social enterprise start-up. This evolution must begin at any early age, supported by countries through the provision of access to

effective motivational and developmental tools. Through this and access to business and social enterprise start-up resources, services, and training, young women and men can acquire the necessary attitudes, knowledge and skills that increase their chances of being productive members of society, obtaining decent work, and acquiring assets needed to sustain their participation in development. Equity must also be ensured in providing opportunities to young people, and between rural and urban.

Promote social dialogue. Social dialogue is a central component in the implementation of policy interventions to promote opportunities for youth in Africa; yet constructive youth engagement in socio-economic processes cannot happen without the support and tacit agreement of political elites. For many young people, connecting with political and community leaders may be the first time they have met public officials; so laying groundwork for a meaningful multi-partisan engagement mechanism is essential. By facilitating multi-partisan activities, young people are required to work, collaborate, and solve problems with political, ethnic, and tribal rivals, constructively negotiating positions rather than picking up arms to solve conflict.

Shift the method of youth involvement toward creative mechanism. With the advancement of technology and social media, there is need for creative forms of involvement with images, music, theatre, digital developments, youth information, health and drugs education, environmental projects and social actions

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Web link to the full knowledge product

http://afrik4r.org/wp-content/uploads/2017/05/CaseStudy5_YouthParticipationinMfDR.pdf



Case study 8: Mobile based solutions for reducing maternal and infant mortality in Africa:

Lessons from Cameroon

Background

Maternal and infant mortality is a major public health problem in Africa where the ratio is the highest in the world, estimated at 1,000 deaths per 100,000 live births (WHO, 2015). Giving birth or completing the first year of age for children is alarmingly risky. Despite the efforts of the Safe Motherhood Initiative (SMI) and efforts of governments and international partners in the framework of the Millennium Development Goals (MDGs), the maternal and infant mortality remains important. Thousands of women of reproductive age and children under five are still dying due to insufficient medical facilities, entrenched harmful traditional practices and management. This case study presented an initiative of Alain Nteff, a young social entrepreneur from Cameroon who launched the Gifted Mom project in 2013. The case study was developed using literature review and information from past interviews (between 2013 and 2015) of Alain Nteff, and intends to showcase the initiative and inspire many other young people through the continent. The initiative of Alain Nteff is indeed original and is providing Cameroon and Nigeria with eight services which aim to improve access of pregnant women and new mothers to health information.

Activities and Results

Alain Nteff realized the alarming situation of maternal and infant mortality when he visited his friend Dr Conrad Tankou. The latter explained to Alain Nteff that “Seventeen infants died of malaria, syphilis or chlamydia infection in a week. These infections could be avoided with prevention systems”. Given this situation, Alain Nteff decided to drop off these statistics. In 2014, he co-founded with Dr Conrad Tankou, Gifted Mom (<http://www.giftedmom.org>), an application that sends messages to pregnant and breastfeeding women to provide them with advices and to remind them of their programs of monitoring and vaccination. Gifted Mom has taken advantages of the high mobile penetration in Africa.

After years of implementation, important outcomes have been achieved and these include:

- Thousands of pregnant women and newborns were impacted: At the end of the first year (2014), an estimated 2,100 women had been impacted. After two years of actions, more than 6,700 pregnant and newborns were registered in the different services. Furthermore, about

330,000 SMS were sent to women.

- The services offered by Gifted Mom have increased: Gifted Mom has greatly increased its services and at present provides communities with eight services. Gifted Mom moves from a simple application to a platform which provides mobile-based solutions for maternal and community engagement.
- Gifted Mom grows out of Cameroon: Gifted Mom services are now available both in Cameroon and Nigeria with an expectation to extend towards African countries.
- More jobs are created: From two co-founders, Gifted Mom is currently employing 13 full administrative and technical young people.
- Gifted Mom mobilized community health workers: Gifted Mom developed a special mobile solution to engage community health workers to fight against maternal and infant mortality. About 520 community health workers have been engaged apart from medical students and volunteers.
- Recognition, partners and investors are increasing: Gifted Mom obtained the recognition from international institutions and five awards have been won by its founder. Gifted Mom has also partnered with many others to extend the initiative.

Challenges and Lessons learnt

Some important constraints remain and these include the high rate of illiteracy and the low access to electricity. Indeed, in SAA more than one in three adults cannot read (UNESCO 2014), representing 182 million adults who are unable to

read and write (UNESCO 2013). Furthermore, nine out of 10 people do not have access to electricity in rural areas (Van der Hoeven 2013). In these contexts, the impact of Gifted Mom could be limited.

From the initiative of Alain Nteff, key lessons could be learned and that may lead to the development of appropriate policies in the health care and telecommunications sectors.

- The mobile penetration in Africa is increasing, improving the connectivity of African people and reducing distance gaps between rural and urban regions. This penetration is offering enormous opportunities for many actors in different fields (agriculture, health, education etc.) to easily spread information, advices and/or assistance.
- For most African young people, Europe and the United States of America are the best destination for studies and entrepreneurship. This thought is the main reason of brain drain of African talents. Alain Nteff is the proof that African young people could graduate from African universities and become successful young entrepreneurs. He stayed in his country and contributes to solve social problems.
- African talents are usually neglected by African institutions but intensively assisted by western funds, foundations and initiatives. This could be a reason explaining the ongoing huge brain drain of African talents. At national as well as at continental level, institutions should create some prizes to recognize efforts of African talents.

Policy recommendations

- Mobile market presents significant opportunities for social entrepreneurship, hence the need for African countries to set up conducive environment. Indeed, to take advantages on these opportunities, there are some conditions. Firstly, there is a need to improve access to electricity. This is possible by boosting investments in energy sector and developing appropriate initiatives to facilitate the subscription for poor household. Secondly, there is a need to reduce the important illiteracy rate in Africa. Government should invest more on education and take initiative likely to improve the enrolment rate and reduce the school dropout.
- Important actions should be taken to retain young talents in Africa. For instance, governments could create a good business environment to assure security to private investors. Additionally, some facilities (financing, insurance, etc.) should be given to young entrepreneurs to incite them to engage in social entrepreneurship venture.
- African talents must be recognized. It is important for African leaders to create the framework for awarding young talents on the continent and adopt measures in favor of youth entrepreneurship.

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Web link to the full knowledge product

https://afrik4r.org/wpcontent/uploads/2017/01/Mobilebasedsolutionforreducingmaternalandinfantmortality_Cameroon.pdf

Case study 9: The Education System in African Growth and Transformation:

Lessons from UWEZO in East Africa

Background

Despite significant progress in getting more girls and boys into school, gains have been uneven and learning levels remain low (World Bank 2013). In response, governments, international organizations, and other stakeholders are turning their attention to improving the quality of education and accelerating learning.

Across East Africa, near universal enrolment has been achieved in primary education. Concern has, however, been raised about quality. It is only through assessment of student learning that teachers, parents, and decision makers can know if teachers are teaching, and students are learning, what they are both supposed to, and that education stakeholders know if there is a way to teach the subject better. Effective classroom assessment practices by teachers yield gains of a half to a full standard deviation on external standardized achievement tests, with the largest gains for low achievers.

From conception in 2009, UWEZO – taken from a Kiswahili word for capability – has shifted attention from schooling inputs to learning outcomes. Through literature review and key informant interviews, this case study focuses on the UWEZO approach to learning assessment in

Tanzania, Kenya, and Uganda, with objectives of showcasing the innovative approach that has shown some strong results in improving the quality of education in the three countries.

Activities and Results

UWEZO is part of TWAVEZA, an independent East African initiative that promotes access to information, citizen agency, and improved service delivery outcomes across the region. The initiative aims to improve competencies in literacy and numeracy among children aged 6-16 in Kenya, Tanzania, and Uganda, by using an innovative approach to social change that is citizen driven and accountable to the public. Conducted annually, children across East Africa are tested on their ability to perform basic literacy and numeracy tasks set at Grade 2 level (UWEZO 2013). UWEZO considers itself as part of a family of citizen-led household-based assessments that seek to establish children's actual learning proficiencies. The model was established by ASER/Pratham (Assessment, Survey and Evaluation Research) in India in 2005 and has since been adapted for use in Pakistan (2009), Kenya, Tanzania, and Uganda (2009), Mali (2011), Senegal (2012), and Mexico (2013).

UWEZO facilitates assessments at the community level by providing learning assessment tools and guiding the implementation and administration of assessments. It also informs and engages the community around the learning that is taking place in their schools. To illustrate learning achievements, UWEZO and Pratham have developed report cards for clusters of schools and for individual schools to better inform policymakers, parents, and others involved in educational development on learning outcomes. The work of UWEZO is supported by donors including the Hewlett Foundation, DfID (UK), Sida, Hivos, CIFF, AJWS, and the World Bank.

In terms of results:

- **UWEZO stimulated discussion regarding educational systems issues.** In Kenya, UWEZO findings and their implications are widely covered by the media as evidenced by the numerous citations in print and broadcasts. In Tanzania, the UWEZO assessment findings have contributed to dialogue among education stakeholders on the quality of education. The Tanzanian government has started to compile its own assessment tools, inspired by the UWEZO methodology, in part to prove whether the UWEZO results are correct. Several members of Parliament linked the UWEZO findings to the establishment of the Uganda Parliamentary Forum on Quality Education. Furthermore, one of the respondents from the Ministry of Education indicated that UWEZO contributed to the ministry starting a project to support teachers to improve their pedagogical skills and teaching literacy

- **UWEZO contributed to informing useful policies.** Through Twaweza experiments with direct capitation grants and teacher cash on delivery, UWEZO has informed education policies in Tanzania and in the region combining incentives with resources that drive learning. Moreover, through UWEZO, successful delivery of the full amount of the capitation grants to school bank accounts on time informed the government of Tanzania in its decisions in 2015 to commit to disbursing capitation grants directly to schools.

Challenges and lessons learnt

While it appears clearly that UWEZO does reach a wide spectrum of key actors at national level, the UWEZO communication strategy faced some criticism. A national-level media expert observed that a communication campaign to disseminate UWEZO results was neither long nor intense enough to spark debate or action by the targeted general audience.

In 2014, UWEZO had conducted four rounds of UWEZO survey assessments in the three countries (UWEZO 2013). The survey results from the first three years showed that children in the three countries were not learning. Children were not acquiring the foundational skills of literacy and numeracy consistent with the official curricular requirements in their countries.

Establishing a student assessment system is critical. Ad hoc assessment can offer a snapshot of learning and a useful indicator of student learning and achievement but a sustained, systematic approach to assessment is key to

monitoring, analyzing, and improving student learning and achievement levels.

Policy recommendations

- Education stakeholders in the region and Africa should adopt and support efforts and approaches like that of UWEZO to ensure that children are learning. This also means promoting and supporting a rights-based approach to education.
- It is important for education stakeholders to ensure that education systems in Africa are reaching the unreachable - the rural and poor communities - and provide quality education for all with special efforts focusing on identifying and integrating the out-of-school children.
- It is important to conduct the periodic learning assessments, share, and act on results promptly. African countries are also encouraged to participate in the global learning assessments such as the Programme for International Student Assessment (PISA) and Trends in International Mathematics and Science Study (TIMSS). Only a few countries are doing so (Botswana, Ghana, Morocco, South Africa, and Tunisia).
- The African Union and other regional bodies should expand initiatives such as UWEZO throughout Africa by requesting countries to put in place structures that foster low-cost assessments of children's learning skills at local, regional, and national levels. Such efforts could help determine which policy interventions or reforms are needed to improve children's learning.
- African states should promote innovative education financing along with putting concrete efforts on domestic resource mobilization to enable sustainable financing of their education systems.

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Web link to the full knowledge product

<http://afrik4r.org/wp-content/uploads/2017/01/UWEZO-AfCoP.pdf>



Case study 10: Young People's Sexual and Reproductive Health Interventions in Tanzania:

Results from selected civil society organizations

Background

In Tanzania, the young population (age 0-14) constitutes about 44 percent of the population, and the youth population (15-35) about 35 percent, based on the 2012 census (NBS 2013). The future of the country depends on the health and well-being of its young people, who have their own needs for information and support, particularly during the years of adolescence (10-19), which are the years of physiological and social transition to adulthood. It can be a time of experimentation and initiation of sexual behavior, and is associated with vulnerability to adverse sexual and reproductive health (SRH) outcomes. While many Tanzanian adolescents grow to adulthood healthy, some do not, and more are at risk for a range of health problems, including those related to SRH (Chandra-Mouli et al. 2013). The policy and legal environment for adolescent reproductive health is generally supportive to the health and development of adolescents.

This case study shares experiences on how civil society organizations (CSOs) have contributed to adolescents' sexual and reproductive health (ASRH) in Tanzania. It shows that CSOs have indeed aided in government ASRH efforts and have responded to young people's needs for ASRH knowledge.

Activities and Results

Government bodies and non-governmental organizations (NGOs) in many low- and middle-income countries have implemented ASRH programs and projects, often with support from international NGOs, bi- and multilateral agencies, and private foundations (Chandra-Mouli et al. 2015). This is the case in Tanzania where the following initiatives are noted:

- The Project on Sexual Reproductive Health Rights for the Young People (Tuitete - Let's Fight For It) 2010-2015, was implemented by Amref Health Africa, with support from the Embassy of Sweden and Sida in three districts (Kinondoni, Ilala, and Iringa). The overall objective of the project was to promote ASRH among 100,000 young people in the Iringa and Dar es Salaam regions. The project had four main components: advocacy and policy; strengthening youth-friendly SRH services; capacity building; and health systems strengthening.
- The Restless Development Tanzania strategic plans (2007-2010 and 2011-2015), supported by the Embassy of Sweden through Sida's framework

agreement. The 2007-2010 strategy focused on HIV/AIDS and SRH. The aim was to increase leadership roles among the youth to address urgent issues facing their lives and communities. The 2011-2015 strategy focused on civic participation—ensuring that young people are significant contributors to the development process; livelihoods and employment helping young people to take up productive livelihoods and employment opportunities; and ASRH—promoting safe SRH practices among young people.

- Femina Health Information Project Strategic Plan, 2006-2012 working with youth, communities, and strategic partners across Tanzania to promote the “Femina Lifestyle” a range of values, attitudes, and behaviors related to sexuality, reproductive health, HIV/AIDS, gender equality, economic empowerment, and civic engagement.

Evaluations of these various initiatives revealed that the following results were achieved:

- Through project on Sexual Reproductive Health Rights for the Young People the Municipal Councils in Iringa, Kinondoni, and Ilala increased their own resources for youth-friendly ASRH services for young people. Capacity was built for providing services as well as raising awareness of ASRH. The project increased number of service providers, peer educators, and school teachers trained. Training packages were developed and used. Organizational capacity building of youth-led CSOs was conducted with good results. Project design was highly relevant to Tanzanian ASRH policies, largely as it was built on

national strategies, guidelines, and the national curriculum (for training). Project interventions ensured equal gender representation in activities and access to youth-friendly ASRH services.

- Regarding Restless Development Tanzania, Interventions during both strategy periods contributed to increased awareness on HIV and STI, and how to prevent early pregnancies among young people attending schools or who were in the different groups of adolescents and young adults. In primary and secondary schools with SRH clubs, students met as an extra-curricular activity to discuss SRH issues. The interventions also reached young people and community members not directly involved in SRH activities.
- For Femina, one important success has been wide outreach via its magazines, which are distributed more widely than any other printed communication. Femina has a readership of 2.8 million, and 9.8 million people know about it. Femina has reached youth and generated dialogue on their issues, abetted by its “edutainment” approach.

Challenges and Lessons learnt

- ASRH programs in Tanzania have usually been implemented within school contexts, community youth groups, or directly to young people through mass media and health workers and few involved parents. There is therefore an urgent need to build capacity and support parents to become and stay involved in the lives of their children and to change their perspectives about their children's sexuality. Interventions should support parents and young

people to be able to intercommunicate about ASRH-related matters. Sexual health prevention programs that target parents and young people on communicating would be of high value for safe sex behaviors.

- While there is a strong relationship between the capacities of institutions, service providers, and communities to provide information and services to adolescents, there is ambiguity on how to address ASRH and rights more comprehensively in the formal school setting.
- A multisectoral approach to addressing ASRH issues that includes strong participation of young people and parents would present a unique approach to fostering an enabling environment for provision and acceptance of ASRH education, information, and services.

Policy recommendations

- More investment is required to enable the participation of young people in ASRH programs and in evaluating its benefits.
- Efforts need to be made to understand and promote the best way that adolescents can use the new technologies to learn and

communicate with their peers or trusted adults on sexuality and ASRH.

- Donors need to support not only implementation of evidence-based interventions but also fund evaluations, implementation research, and information dissemination.
- Tanzania needs to make more focused efforts in policy, legislation, programming, research, and funding to accelerate adolescent access to ASRH. Action must be taken to amend policies and laws that prohibit comprehensive sexuality education.
- Young people are a highly vulnerable group, partly because they are also curious. A long-term aim via participatory programming should be to alter social norms, offering community support and sustaining behavior change among adolescents and their families.
- A multifaceted approach should encompass all stakeholders, including CSOs, government, the private sector, and parents in ensuring sustainability of ASRH interventions. All have their roles in realizing ASRH.

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Web link to the full knowledge product

<http://afrik4r.org/wp-content/uploads/2017/01/Young-peoples-sexual-and-reproductive-health-AfCoP.pdf>

4. CONCLUSION

The African continent has seen an unprecedented youth bulge which not only represents a big challenge for the continent but also an opportunity which could be optimized for a sustainable and increased economic growth. This compendium raises the youth issues and the innovative solutions that are being implemented throughout the continent to include youth in African economies and increase their number in the continent's labour force. The document also teases out various policy recommendations and capacity gaps to be tackled to transform the youth issue into an opportunity. The following policy recommendations are suggested to entice African governments initiate innovative solutions that rigorously tackle the youth employment issue.

- **Enhance integration of youth into political processes at national, regional and international levels by enhancing and strengthening existing programmes.** Governments should reaffirm political as well as financial commitment to increase participation of the youth in decision making processes to achieve greater actors' balance in participation.
- **Increase the capacity of different stakeholders** involved in solving the youth unemployment challenge. Interventions should include capacity building to develop and implement well-focused and impact driven policies and programmes on pressing

issues facing youth. Governments should also be supported in creating and sustaining partnerships with private sector to improve training, job skills matching and opportunities for youth.

- **Enhance youth education and employment which are essential for harnessing the opportunities for economic growth associated with the demographic dividend.** When a population experiences a sustained decline in fertility rates, the share of the population composed of children declines while the share in the working ages grows larger. Demographers and economists have heralded the window of opportunity presented by this “demographic dividend”, wherein the relative abundance of working-age people can lead to increased savings, higher productivity and more rapid economic growth. However, the ability of countries to harness the demographic dividend critically depends on their investments in human capital, particularly amongst young people poised to enter the labour force, whose productivity, entrepreneurship and innovation will drive future economic growth. If human capital investment falls short or if the labour market is unable to absorb new workers, the opportunity of this demographic dividend may be squandered.

- **Support youth entrepreneurship to incite job creation:** The interest in entrepreneurship is relevant for Africa, which has a very high share of necessity entrepreneurs (those who start a business as they do not have another means of generating income). However, opportunity entrepreneurship has remained relatively scarce. For many young people in Africa today, entrepreneurship

might be the only viable path to a sustainable livelihood. This implies that economic policy in African countries should support entrepreneurs and Small and Medium-Sized Enterprises (SMEs) as a source of both economic growth and employment creation, especially for the youth, most of which remain stuck in the informal sector.

CASE STUDIES MATRIX

Title	Geographical coverage	MfDR pillars addressed	Page number in the compendium	Web link to the full case study
Evans Wadongo: A successful Kenyan young entrepreneur in energy innovations	Kenya	Leadership	5	http://afrik4r.org/wp-content/uploads/2017/01/Young-Entrepreneur-Energy-innovations.pdf
Patrick Ngowi: A Successful Tanzanian Young Entrepreneur in Solar Energy Solutions	Tanzania	Leadership	9	http://afrik4r.org/wp-content/uploads/2017/01/Young-entrepreneur-Clean-Energy-Tanzania-AfCoP.pdf
Unpacking Nigeria's policy response to youth unemployment: The youth enterprise with innovation in Nigeria (YOUWIN) as case study	Nigeria	Planning Budgeting	12	http://afrik4r.org/wp-content/uploads/2017/05/CaseStudy3_NigeriaPolicyResponsetoYouthUnemployment.pdf
Youth employment through agricultural development: Evidence from Malawi	Malawi	Leadership Planning	16	http://afrik4r.org/wp-content/uploads/2017/05/CaseStudy2_YouthEmploymentthroughAgriculture.pdf
Exploring Urban Youth Unemployment in Zimbabwe Mufakose and Mbare Residential Areas in Harare	Zimbabwe	Planning Budgeting	18	http://afrik4r.org/wp-content/uploads/2017/01/Urban-Youth-Unemployment-AfCoP.pdf
Innovative strategies for increasing youth employability: The case of Kenya	Kenya	Leadership Planning Budgeting	21	http://afrik4r.org/wp-content/uploads/2017/05/CaseStudy9_LocalcontentyouthemploymentinKenya.pdf
Youth participation in managing for development results		Planning	25	http://afrik4r.org/wp-content/uploads/2017/05/CaseStudy5_YouthParticipationinMfDR.pdf
Mobile based solutions for reducing maternal and infant mortality in Africa: Lessons from Cameroon	Cameroon	Leadership	29	https://afrik4r.org/wp-content/uploads/2017/01/Mobilebasedsolutionforreducingmaternalandinfantmortality_Cameroon.pdf
The Education System in African Growth and Transformation: Lessons from UWEZO in East Africa	East Africa	Planning Accountability and partnership	32	http://afrik4r.org/wp-content/uploads/2017/01/UWEZO-AfCoP.pdf
Young People's Sexual and Reproductive Health Interventions	Tanzania	Leadership	35	http://afrik4r.org/wp-content/uploads/2017/01/Young

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