

Jobs for Youth in Africa Strategy

Regional Ministerial Conferences on Youth Employment
and Entrepreneurship in Africa

Engagement with the Regional Member Countries
18 October 2016 to 27 February 2017

Report



AFRICAN DEVELOPMENT BANK GROUP



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Youth unemployment and underemployment are fundamental development challenges globally, but particularly in Africa, which is undergoing a demographic transition. It is estimated that there are on the average about eleven million entering the job market in Africa while at the same time only about three million new jobs are created on the continent creating an annual estimated jobs gap of about eight million. Taking no action is not an option. Africa's youth are its biggest asset and the drivers of sustainable economic growth.

FIVE REGIONS – FIVE MINISTERIAL DIALOGUES

40 African Countries

140 Ministers and Government Officials participated

1010 Members of Civil Society, Private Sector, Academic and Research Community, and Partners

In response to this crisis, the African Development Bank has adopted a Jobs for Youth in Africa (JfYA) Strategy for the period 2016–2025. Launched at the Bank's annual meetings in Lusaka in May 2016, the strategy responds to the transformational agenda laid out in the Bank's Ten-Year Strategy and is aligned with its High-5 priorities (Light Up and Power Africa, Feed Africa, Industrialize Africa, Integrate Africa, and Improve the Quality of Life for the People of Africa). Creating productive jobs for youth will enhance their engagement in Africa's growth and economic transformation.

Starting in October 2016 up to February 2017, the African Development Bank held a series of Regional Ministerial Conferences on Youth Employment and Entrepreneurship for each sub-region of Africa. The meetings intended to share with the Ministers of Finance, Ministers of Youth, Ministers of Labour and Employment as well as other dignitaries the Bank's Jobs for Youth in Africa Program and to help the countries' in aligning with the continental outcomes. The meeting also aimed to facilitate results-oriented policymaking in support of programs and projects that boost youth employability and entrepreneurship, with a focus on prioritising sustainable human capital development and promote high quality jobs.

The conferences were held in Abidjan, Côte d'Ivoire (October 18th 2016); Tunis, Tunisia (October 30th 2016); Nairobi, Kenya (November 30th 2016); Yaoundé, Cameroon (February 7th 2017); and Pretoria, South Africa (February 27th 2017). 140 Ministers and Government delegates from 40 African countries agreed to work with the African Development Bank to promote and scale-up significantly all efforts to implement the Jobs for Youth in Africa and contribute to achieving the target of 25 million jobs created and 50 million youth equipped by 2025.

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Testimony: African Youth are Innovative



In Yaoundé, a 23-year-old entrepreneur from Cameroon, Fabrice Alomo, eloquently showcased his financial services company, which he created 4 years ago to help farmers access low-cost financing, using a digital platform he designed himself. Since his childhood, he said, he dreamed of owning his own business. At the age of 19, he had already developed his own software for financial transactions. Today his company directly employs 10 other young people; it has recorded 13,000 financial transactions and has 10,000 farmers as registered beneficiaries of his services. In his presentation, Mr. Alomo stressed that for youth to be successful as entrepreneurs, they need a vision, strong determination and self-confidence. However, they also need coaching and mentoring and better support for their projects from financial institutions.



In Nairobi, Mr. Kamau Nyabwengi, team leader of the Young Entrepreneurs Network (YEN), explained that as a young entrepreneur, he had failed three times in launching his business because of lack of support. He painted a somber picture of startups in East Africa having a high rate of failure due to a combination of lack of access to finance, lack of long-term mentoring and coaching programmes, lack of information about opportunities, lack of startup incubators, and lack of entrepreneurial skills. He has then established the YEN as a platform that connects young entrepreneurs to the knowledge, resources and networking capabilities they need to succeed in business and in life. To date, over 500 young entrepreneurs are in the Platform.



The young African entrepreneur Ntuthuko Shezi kicked off the Southern African conference with a five-minute speech encouraging youth to undertake the exciting and rewarding path of entrepreneurship. In his words, "young entrepreneurs see challenges and problems in their communities as business opportunities. They start without waiting for others to act. They just start. They might fail. But they learn and adapt. Then they start again and succeed due to their drive, commitment, innovativeness and relentless ambition to create value-adding products and services, against all odds."

1. Introduction

Youth unemployment and underemployment are fundamental development challenges globally, but particularly in Africa, which is undergoing a demographic transition. Already the world's youngest region, Africa will be home to 38 of the 40 youngest countries in 2050, and its median population will be under 25 years old. In 2017, about 70 percent of Africans are under the age of 30, and the majority of these youth are unemployed or underemployed. Given recent demographic trends, the pressure to create new jobs, to provide better working conditions and revenue to the huge informal sector will only increase over the coming decades. Unemployment and underemployment have created growing disillusionment and frustration amongst the youth, some of whom resort to illegal migration or criminal activities in search of livelihoods. Indeed, according to the UNHCR, 110 000 people arrived in Italy in 2014 from Libyan coast. Since it is mostly young men who emigrate, in some countries we have a low number of strong workers in the field.

In response to this crisis, the African Development Bank has adopted a Jobs for Youth in Africa (JfYA) Strategy¹ for the period 2016–2025. Launched at the Bank's annual meetings in Lusaka in May 2016, the strategy responds to the transformational agenda laid out in the Bank's Ten-Year Strategy and is aligned with its High-5 priorities (Light Up and Power Africa, Feed Africa, Industrialize Africa, Integrate Africa, and Improve the Quality of Life for the People of Africa). Creating productive jobs for youth will enhance their engagement in Africa's growth and economic transformation. This investment in youth will directly and indirectly help improve the living conditions of families and entire communities in Africa. Moreover, the investments in Africa's youth will provide the needed human capital to transform Africa's energy, agriculture, industrialization and regional integration efforts.

The targets of the Bank's Jobs for Youth in Africa (JfYA) Strategy are both bold and achievable: create 25 million jobs and equip 50 million youth with professional, transferable and soft skills over the next 10 years, thereby enhancing their employability and the success rate of young entrepreneurs. The strategy was prepared in a participatory manner, with extensive engagement by African governments, the private sector, development partners, academia, youth organizations, Civil Society Organizations (CSOs) and other stakeholders. Stakeholder engagement will also be essential during its implementation. With its focus on inclusiveness and sustainability, the strategy has set the stage for continued stakeholder involvement



in the design of demand-driven initiatives that will have maximum impact in terms of the number and quality of jobs for youth in Africa. As a key part of this approach, the Bank organized five Regional Ministerial Conferences on youth employment and entrepreneurship during the first year of JfYA implementation.

¹The full JfYA Strategy is available online at: <http://www.afdb.org/en/documents/policy-documents/>

2. Five Months, Five Regions, Five Conferences



Dr. Akinwumi Adesina,
President of the African Development Bank Group

In late 2016 and early 2017, the African Development Bank held a series of Ministerial Conferences on Youth Employment and Entrepreneurship in each sub-region of Africa. The goal was to facilitate results-oriented policymaking in support of programs and projects that boost youth employability and entrepreneurship, with a focus on policies and actions needed to foster human capital development and create high value-adding jobs. The conferences were held in Abidjan, Côte d'Ivoire (Oct.18th 2016); Tunis, Tunisia (Oct.30th 2016); Nairobi, Kenya (December 2nd 2016); Yaoundé, Cameroon (Feb.7th 2017); and Pretoria, South Africa (Feb. 27th 2017).

Ministers and high-level delegates in charge of finance, planning, international cooperation, employment and youth; along with representatives of international institutions, technical and higher education, CSOs and youth associations, gathered to deliberate about how best to address youth unemployment, underemployment and promote youth entrepreneurship.

In all, 40 countries were represented, more than 140 ministers and other government officials, and close to 1000 participants contributed to the success of the conferences.

Region	Participating Countries	Ministers/Delegates	Total participants
Western Africa	14	34	200
Northern Africa	4	14	100
Eastern Africa	6	32	250
Central Africa	8	42	300
Southern Africa	8	18	200
Total	40	140	1050

The conferences followed a Davos-style format, with opening speeches by honoured guests, Bank management and youth entrepreneurs. During the plenary session, the Jobs Team² presented the Jobs for Youth in Africa Strategy to the participants. The plenary was followed by panel discussions on topics of concern in the sub-region. Among the panelists were ministers and high-level government officials, representatives of CSOs and youth organizations, and private sector executives, who shared their experiences and challenged each other to develop a coordinated and integrated approach to solving the youth employment crisis. The plenary session ended with a networking lunch where participants continued their discussions to plan follow-up actions.



Regional Conference, Nairobi Kenya moderated
by Ms Uduak Amimo

The afternoon session was exclusively dedicated to a closed ministerial working session between the ministers, their close advisors and senior Bank staff. This was the opportunity for more in-depth exchanges on the JfYA strategy, the Bank's current project pipeline and potential avenues for collaboration on JfYA implementation.

The next sections provide more details on the main themes emerging from each conference.

²The Jobs Team was established by AfDB's Senior Management shortly after the launch of the JfYA and has been entrusted to lead and coordinate Bank-wide implementation of the strategy.

2.1 The West-African Ministerial Conference: Youth employment as a convergence criterion.



H.E. Mrs. Niale Kaba,
Minister of Planning and Development, Republic of Côte d'Ivoire

The Conference took place on 18th October 2016 in the Bank's Headquarter in Abidjan. The opening ceremony was co-chaired by Dr. Akinwumi Adesina, President of the African Development Bank Group, and H.E. Mrs. Niale Kaba, Minister of Planning and Development, Republic of Côte d'Ivoire and a Governor of the AfDB. Closing remarks were given by H.E. Mr. Daniel Kablan Duncan, Prime Minister and Minister of Economy and Finance of Côte d'Ivoire.

President Adesina spoke about the problems of young people in Africa, and the alignment of the JfYA Strategy with the continent's priorities. He stressed the importance of youth initiatives and the need to support young innovators, who are increasingly becoming agents of change in Africa, particularly in the areas of information and communication technologies (ICT) and agricultural value chains.

On behalf of the West African countries, H.E. Mrs. Niale Kaba expressed appreciation to President Adesina, Senior Management and the entire Bank staff for the results achieved in financing for development on the continent. She appreciated highly President Adesina's leadership in promoting his vision around the High 5s. She stressed that these High 5 priorities are in line with the SDGs and the country's development priorities. Mrs. Kaba outlined that the African Union meeting in July 2015 stressed the importance of equitable and inclusive development under the vision of "From Billions to Trillions" and the fact that in Africa we need to have regional approaches which promote greater regional integration and address the challenges faced by post-conflict countries. Her Excellency Mrs. Kaba emphasised to the country delegation represented that it was time for the region to address the

problem of youth unemployment together. She highlighted that Cote D'Ivoire was able to increase economic growth after the crisis to 9% in average from 2012 to 2015 but youth unemployment and underemployment are still a major concern for the country. Indeed 91% of Ivorian youth who are working are in the informal sector with low incomes and lack of social protection. Towards this end, Cote D'Ivoire stands ready to share its positive experiences and promote targeted regional approaches for youth jobs creation.

The Ministers of the ECOWAS countries and their delegates together with the Bank Jobs Team met in the afternoon of 18th October 2016 to further discuss opportunities of collaboration for the implementation of the JfYA Strategy in the region. The session was moderated by Mr. Janvier Litse, the Acting Vice-President, responsible for regional operations of the Bank and this session was organized in three parts:

- The presentations of experiences from four countries, namely Côte d'Ivoire, Liberia, Togo and Senegal.
- The presentation of AfDB projects in the sub-region and opportunities for intervention in the framework of the Jobs for Youth in Africa Strategy.
- Discussions on opportunities for intervention.

The representatives of the countries emphasised the different dimensions and complexities of youth unemployment and underemployment that they are facing. Specific challenges were highlighted related to in some cases the weak education systems and lack of qualified teachers in schools, inadequate skills and the prevalent skills gaps, the youth in some cases are not able to take advantage of certain opportunities due to insufficient information, key infrastructure gaps especially in the rural areas and poor integration of women and girls in the economic sectors. The countries emphasised the fact that most of their development policies, strategies, action plans and government dialogue address the issue of youth employment. However, country specific and regional coordination could be strengthened significantly and increase the jobs impact and outcomes. The country representatives discussed and sought the support of the Bank to develop innovative and youth responsive financial instruments specifically supporting youth start-ups.

Mr. Samba Kamara, Regional Operations Coordinator presented and overview and profile of the Bank's operations in West Africa. In this regards, the Bank's Regional Integration strategy in West Africa is built on two pillars: (i) development of regional infrastructure, and (ii) capacity building for the effective implementation of the regional integration agenda. At the operational level, 1374 projects and programs have been implemented in the Region for a total value of USD 26.08 billion. This represents 27% of the number of projects approved by the Bank and 20.76% of the total amount of approved projects at the continental level. The investments are almost equally distributed between the public sec-

tor at 52.29% and the private sector at about 47.71% respectively.

The discussions session was then summarized by Ms. Ginette Nzau-Muteta, coordinator of the JfYA strategy implementation team. She outlined the opportunities of operations at the level of West Africa countries to the three JfYA strategic levers: Integration, Innovation and Investment.

Closing remarks were then presented by H. E. The Prime Minister of Cote D'Ivoire Mr. Kablan Duncan together with President Adesina.

President Adesina first thanked the authorities of Côte d'Ivoire for the ongoing support to the African Development Bank. As such, he made a special mention to President Alassane Ouattara. «We must write together another story for young Africans,» he insisted, referring to the phenomenon of irregular migration to Europe, which costs the lives of about 3,500 Africans every year. The presence of Hon. Prime Minister was presented by President Adesina as the mark of a strong political will to find solutions to the crisis of youth unemployment and underemployment.

H. E. Prime Minister Mr. Kablan Duncan congratulated the Ministers and their delegates on the successful discussions in the course of the day. His Excellency also recognised the challenges to Jobs Creation for Youth and emphasised that the region must address these together. To this end, His Excellency welcomed all Delegates and Partners to discuss with the Cote D'Ivoire Government officials to gain common lessons learnt. His Excellency, Mr. Kablan Duncan then concluded with the following important next steps for the Countries and the Bank.

- i. Analyze the Bank's projects in different countries to identify projects that can include job creation for youth.
- ii. Strengthen interventions to improve the business environment.
- iii. Take measures to address short, medium and long-term problems in order to preserve social stability.
- iv. Strengthen job creation by providing business opportunities for SMEs.
- v. Promote youth awareness about the length of time it will take for some job creation measures to have a visible impact.
- vi. Sensitize Ministers of Finance on the need to allocate significant resources to projects with a high impact on job creation.

2.2 The North African Ministerial Conference: Regional integration as a necessity.



H.E. Mr. Mohamed Fadhel Abdelkefi,
Minister of Development, Investment and International
Cooperation of Tunisia

The Conference took place on 30th October 2016 in Tunis, Tunisia. The opening of the conference was co-chaired by His Excellency Mohamed Fadhel Abdelkefi, Minister of Development, Investment and International Cooperation of Tunisia, who also serves as the country's Governor on the Bank's Board; and Mrs. Assitan Diarra-Thioune, Regional Economist, representing the Director of the Bank's Regional Department for North Africa.

In his remarks, the Governor welcomed all the participants. He then commended the Bank for holding such an event, and for supporting youth employment in the countries of North Africa since the Arab Spring of 2011. He cited the example of Souk-Attanmia, a program through which the Bank has made it possible for hundreds of young people in Tunisia to develop their businesses. In 2015, the unemployment rate in Tunisia was 15%, more than half of whom are university graduates. Noting that most countries in North Africa are in a similar situation, the Governor called attention to the need to match training with the job market, to boost economic growth in North African countries, and to attract more investors to North Africa.

On behalf of the Bank, Mrs. Assitan Diarra-Thioune outlined the efforts made by the Bank to support jobs creation in the region and also in Tunisia. She mentioned that the Bank is developing a Regional Integration Strategy Paper 2017-2021 for North Africa based on two pillars: (i) Promotion of regional infrastructures connectivity, and (ii) Promotion of Private sector, industrial and commercial development.

A dedicated ministerial technical working session was held between the Bank and the countries of North Africa in the afternoon. The objective of the meeting was to hold detailed discussions to jointly identify opportunities and challenges for the implementation of the JfYA Strategy in the respective countries. The session was moderated by Mrs. Leila Mokadem and focused on: the AfDB portfolio of projects at sub-regional level; the priorities identified in the draft North Regional Integration Paper; the drivers of economic growth that provide opportunities for intervention within the framework of the Strategy for Jobs for Youth in Africa.

Mr. Mohamed Chérif, Regional Operations Officer, presented the Bank's portfolio in North Africa which is mainly in the area of support to financial governance reforms and the promotion of infrastructure development. Mr. Chérif said that the Bank's current portfolio of projects for the sub-region, which amounts to 5,707.94 million units of account, has great potential for job creation.

The discussions with the Ministers and the delegates stressed the importance of the Bank's Strategy for Jobs for Youth to support the countries of North Africa and those of Sub-Saharan Africa in addressing the growing unemployment and underemployment in the region, specifically to address the roots of the migration crisis in the region.

The meeting emphasized that the JfYA would be an important platform to propose inclusive projects for the countries of North Africa which would specifically address the countries' specificities and needs of the respective economies. They stressed promoting youth employment as a return on investment for those countries that who have already prioritized spending on skills training including TVET. The Ministers raised the issues around sectoral coordination and the need to strengthen coherence between all sectoral strategies for increased job creation impact. The countries' also recognized that implementing the JfYA in some countries will require strengthening the human resources capacity of public institutions. The meeting also suggested that the Bank should prioritize an approach that targets youth who are disadvantaged by the national employment systems, notably (i) rural youth, (ii) girls whose labor market participation rate is falling, Girls' education, and (iii) informal sector youth. The meeting shared the view that it was very important to focus on decent jobs that respect health, morals and security in addition to the importance of developing the personal skills of youth and promoting a change of mentality to scale up youth entrepreneurship.

Mrs. Ginette Nzau-Muteta briefly presented the operational opportunities at the level of the countries of North Africa with regard to the three strategic levers of the JfYA: Integration, Innovation and Investment. After presenting all the flagship programs selected by the Bank in the JfYA, she pointed out that the job creation objective should be integrated into the various sectoral operations at the country level. Mrs. Nzau summarized the next steps agreed on as below:

- i. Create regional training centers of excellence that also promote regional integration.
- ii. Support the development of country-level instruments to analyze the effectiveness of public finances and monetary policy in terms of job creation.
- iii. Support countries in building the capacities of government officials and incentivizing them to stay in the country.
- iv. Support interventions to improve the business climate and strengthen human resources in order to attract investors.
- v. Foster multi-country operations with job creation potential in order to strengthen regional integration.

2.3 The East African Ministerial Conference: A coordinated effort among all stakeholders.



H.E. Mrs. Sicily K. Kariuki,
Cabinet Secretary and Ministry of Public Service,
Youth and Gender Affairs in Kenya

The third Conference held in Nairobi on December 2nd 2016 was co-chaired by H.E. Mrs. Sicily K. Kariuki, Cabinet Secretary, Ministry of Public Service, Youth and Gender Affairs in Kenya; and Mr. Stefan Muller, Regional Economist of the Bank, representing the Director of the Eastern Africa Resource Centre. Mr. Muller, after welcoming the participants, highlighted the need for countries to undertake concrete actions to address youth unemployment, and reiterated the Bank's willingness to

work closely with the countries through the Jobs for Youth in Africa Strategy. He insisted in the fact that African can't afford a massive brain drain: "We are witnessing every day that many of Africa's youth are trying to migrate to Europe and other places outside Africa. We need to stop that because we need our youth here in Africa!"

In her opening remarks, Hon. Kariuki noted that youth empowerment ranks high in current dialogues taking place in the international community and features prominently in the global development agenda. The youth constitute a primary target in the first 10 of the 17 UN Sustainable Development Goals (SDG). The East Africa Region, she warned, should take this issue seriously, as it represents a social, economic and political threat if not adequately addressed. Every year 1 million young people join the job market in Kenya. As for many African countries, for a while now, the education system in Kenya has not been responsive to market demand. As a consequence, 92% of unemployed youth had some form of formal education but did not possess any skills that were relevant to employers and enterprises.

For this purpose, she stressed the need to ensuring that youth have access to quality, relevant and affordable education. The system's lack of responsiveness to market demand has left youth without the skills they need to be employable. She insisted that youth empowerment should be properly coordinated, and should be a collaborative effort among Government, development partners, the private sector, civil society and other stakeholders.

In a vote of support the Ministers and delegates agreed that the conference was important to start thinking about how to prepare youth for the new and innovative jobs. It is also a good opportunity to share experiences between the countries and that the respective Governments should work closely with the private sector in order to reinforce the alignment of the skills to the need of these enterprises.

The Conference held Thematic Panel discussions on Skills Development, SMEs Development, and aligning the Macroeconomic policy reform programs which was followed by the technical dialogue on promoting high jobs impact investments in the region.

The Ministers and their delegates emphasized the need to reinforce the linkages between innovation and industries. Innovation remains keys in addressing youth employment and also ensure that youth can penetrate international market. They also stressed the need to have a conducive environment including putting in place relevant policies and strategies that accelerate growth and enhance job creation. It was also important to have relevant institutions that support implementation of the policies and strategies. Furthermore, it was necessary to reinforce the labour market information system because enterprises face an issue to access the right youth with the right skills.

The Ministers and their delegates informed the meeting that with regards to entrepreneurship and SMEs development, the countries are implementing different initiatives which include skills development, establishment of revolving fund

to enhance access to finance and promote start-ups. However, it was clear from countries still in conflict that security and stability is key to enhancing job creation. In addition, these countries are still locked down in addressing basic needs such as literacy and improving transition from primary to secondary. Therefore, introducing pre-vocational skills development would be a viable option. With the instability, private sector which is considered as engine for job creation is non-existent. The meeting highlighted that developing and financing the relevant skills development and TVET programs in countries affected by fragility are a priority. The meeting also stressed that there is a need to elevate the sense of entrepreneurship spirit and SMEs amongst youth in many countries.

The meeting discussed that while internship and apprenticeship remains critical in enhancing employability and providing hands-on experience, there are a number of challenges being experienced. These include reluctance of companies to take on board apprentice in some cases as they do not have insurance and exposing apprentice to equipment is a risk in case of on the job accidents or other hazards. It was considered that apprenticeship should be mandatory for all companies and appropriate funding also provided for such programs. There is need for Government to have clear policy on apprentices and also consider developing incentives for private sector to facilitate youth internship. The meeting also stressed that special reforms are also needed to train young people who are already working with low skills. In order to increase their productivity and improve the quality of their jobs. The education system should be ready with program to re-skill graduates or youth with qualification that are not marketable. Reforms are also needed to strengthen the partnership between Universities, TVET schools and industries.

Mrs. Ginette Nzau-Muteta summarized the rich panel discussions and thanked the Ministers and their delegates for their outstanding support to the Bank and to the youth of Africa. She stressed the need to ensure greater coordination at the country level and regionally. She also assured the delegates that the Bank supports them in all their efforts in jobs creation and ensuring that youth and women are the drivers of the continent's economic development. She summarized the following actions as next steps.

- i. Develop flexible approaches to JfYA implementation, taking into account each country's level of development, challenges and entry points.
- ii. Focus more on regional infrastructure programmes to promote integration and job creation.
- iii. Prioritize JfYA interventions, and put in place the right environment for the private sector to implement them.
- iv. Assist fragile states to implement some job-creating projects and programs, such as those that address agriculture development and migration in South Sudan, or rural infrastructure development in Comoros.

2.4 The Central African Ministerial Conference: Effective reforms and coordination are key.



H.E. Mr. Louis Paul MOTAZE,
Minister of Economy, Planning and Territorial Development, Cameroon

The Conference took place in Yaoundé on February 7th 2017. The opening ceremony was chaired by His Excellency Louis Paul MOTAZE, Cameroon's Minister of Economy, Planning and Territorial Development, who also serves as the country's Governor on the Bank's Board, with the presence of Mr. Racine KANE, Resident Representative of the Bank in Cameroon and Ms. Sunita PITAMBER, Director of the Bank's Human Capital, Youth and Skills Development Department.

In his address, H.E. Mr. Louis Paul MOTAZE, Minister of Economy, Planning and Territorial Development, explain how the Bank's Jobs for Youth Strategy will help to pool efforts in the development of concerted and futuristic employment creation policies. The Minister reiterated the importance for Africa to seize the demographic dividend, in line with the commitments made at the African Union Summit on «Benefiting from the demographic dividend through investment in youth».

He indicated that, despite the efforts undertaken in education on the continent, unemployment and underemployment remained at unacceptably high levels, with an over-growth in the informal sector, where jobs are mostly vulnerable. He commended the consistency of the Bank's Jobs for Youth in Africa Strategy and invited his peers to make concrete proposals for its ownership within the sub-region.

Mr. Justin Murara, Manager of the Bank's Poverty and Social Protection Division moderated the Ministerial technical dialogue session on the Bank's investments and ongoing portfolio in the region. In his introductory remarks, he presented the Bank's various instruments while outlining the objective of the session to introduce the Bank's operations with an emphasis on their impact on job creation. In this framework, Mr. Abdourahmane Diaw, Regional Program Officer, gave a brief presentation of the regional portfolio and existing opportunities, focusing on the following highlights: (i) Bank intervention framework (CSP/RISP³s), (ii) Indicative Loan Program 2017-2019 and (iii) Employment Opportunities.

Regarding the Bank's intervention framework in regional member countries, Mr. Diaw recalled the context of the 2011-2017 Regional Strategy, which is made up of two main pillars: infrastructure and governance. He also indicated that future second-generation CSPs will focus on job creation.

The meeting agreed that countries should take advantage to review existing CSPs or new CSPs development to adequately integrate youth employment and entrepreneurship. From the current portfolio, the overall value is estimated at USD 4,218 million invested in the Central African sub-region and the spin-offs in the youth employment sphere are not negligible. For the indicative loan program 2017-2019, the planned investment volume is estimated at USD 5,953 million. In terms of employment opportunities, the following sectors are mainly targeted: (i) Transport and ICT, (ii) Energy, (iii) Water and Sanitation, (iv) Agriculture and Environment, (v) Social sector and (vi) Private sector. The discussion was supported by concrete examples of job creation in the Bank operations based on practical cases presented by the Bank's Country Managers and sector experts from countries such as Madagascar, Central African Republic and Cameroon. The Ministers and delegates from Madagascar, Cameroon, Central African Republic, Chad, DRC and Sao Tome & Principe also presented their country's achievements in job creation and challenges Coordination at national level.

Mrs. Ginette Nzau-Muteta summarized the discussions in particular through: (i) training of experts (ii) scaling up interventions, (iii) capacity building of structures, (iv) improving the environment, (v) coordination of activities and Governments assumed-leadership. She also identified the following actions agreed upon as next steps.

Central Africa Region

- i. Regional Member Countries should play an important leadership role in youth employment and promotion of entrepreneurship, with the support of donors.
- ii. Regional Member Countries should improve regional coordination of national policies, and strengthen collaboration among the steering committees of ongoing projects and programmes.
- iii. The countries could give more emphasis to job creation for youth during the elaboration or review of Country Strategy Papers.
- iv. The Bank should develop mechanisms to increase access to financial resources for youth-owned startups.
- v. More emphasis should be given to technical and vocational education and training (TVET) to increase the employability of youth.
- vi. With the Bank's support, the countries must put in place a conducive environment for private sector development and job creation.

³CSP = Country Strategy Paper. RISP = Regional Integration Strategy Paper

2.5 The Southern African Ministerial Conference: The policy environment is crucial.



Dr. Alberic Kacou,
Vice-President for Human Resources and Corporate Services

The Conference was held in Pretoria, South Africa on February 27th 2017. The opening remarks have been given by **Dr. Alberic Kacou, Vice President for Corporate Services and Human Resources, African Development Bank** and **Hon. M dala Masuko, Deputy Minister, Economic Development Department, Republic of South Africa**. Dr. Alberic Kacou, Vice-President for Human Resources and Corporate Services, stressed that “It is time to change our mentalities. Our mantra, going forward, has to be: ‘Don’t ask what your continent can do for you, ask what you can do for your continent,’ if I may rephrase President Kennedy’s famous call to action.” The VP Kacou highlighted the need to focus on regional integration and regional markets, and greeted the presence of the relevant bodies such as the African Union, SADC and NEPAD.

In his opening remarks, Hon. Masuko welcomed the participants and the ministerial delegates and outlined that The Government of South Africa is committed to engage all stakeholders to ensure inclusive, sustainable and jobs-rich growth in South Africa and the region. The time to address regulatory issues is now. The Honorable Masuko explained that it was important to boost private sector driven growth that helps build value-chains on African soil while ensuring that the economic, social and environmental aspects all need to be taken into account for investment decisions.

He concluded his remarks by highlighting the need to prioritise support to Innovation and promoting increased development in Technology. He also remarked that as means to addressing youth unemployment, it is important to ensure access to education by making it affordable, quality and relevance. It was noted that the education system has not been responsive to market demand as result the youth coming out of the education system do not have relevant skills to enhance their employability or self-employment.

The Bank team held investment and coordination related discussions with about 20 Ministers of Finance, Ministers of Labour, Ministers in charge of Youth Employment and other top government officials during the afternoon. The Delegates expressed their strong support for JfYA implementation and endorsed the strong coordination focus with the private sector, industry associations and chambers of commerce, development partners, civil society organizations, youth groups and young entrepreneurs from the Southern African Region. All stakeholders agreed to collaborate with AfDB in leveraging each institution’s respective strengths, assets and networks to spur youth employment and entrepreneurship. The following areas were highlighted for further action by the Countries and the Bank at the regional level.

- i. The Bank should link large infrastructure projects with employment creation and value addition on African soil.
- ii. The Bank should promote a holistic framework of regional integration while at the same time helping to foster national integration to boost youth employment and entrepreneurship.
- iii. The continent lacks reliable data on employment. The Bank needs to help improve labour market data collection and labor market policy coordination. These investments should be undertaken in the short term.
- iv. Skills development is crucial. The Bank should help facilitate skills surveys to aid in identifying which skills are most important and how to address skills mismatches through data-driven policymaking.
- v. The Bank should support the identification of value chains with the highest job creation potential.
- vi. The Bank needs to support the creation of strategies to address informal sector employment challenges.
- vii. Projects funded by the Bank need to focus more on strengthening the capacities of young Africans.

3. The World Cafés: Center stage for youth employment and entrepreneurship

The Bank has committed in its JfYA strategy to promote innovation and greater access to market and business related information for the youth. This is going to be done through the Innovation and Information Lab to build a rich repository of interventions and put these insights to work via the Bank's own work and through engagement with other actors focused on youth employment. To this end, the Lab's repository will play a critical role in linking actors interested in collaboration. Moreover, the Bank has also committed to support Youth SMEs through innovative SMEs financial instruments. Youth enterprises including larger companies in labour-intensive sectors, business development services, education institutes, and job matching platforms – focus on building demand for and supply of human capital and creating linkages between the two. The Bank will primarily focus on addressing gaps in

the market in the near term. In the long-term, there will be a demonstration effect of the viability of these investments, thus crowding in capital over time. The Bank therefore plans to have a catalytic effect across the youth employment and entrepreneurship ecosystem.

Towards this objective the Bank invited youth entrepreneurs, youth business leaders and youth CSOs to a special discussion called the "World Café". The World Cafés held in Nairobi, Yaoundé and Pretoria gave 170 young participants the opportunity to share their experiences with creating new business models and their insights on how to challenge other stakeholders to do the same, particularly in the key job-creating sectors of agriculture, industry and ICT.



Youth working session during the Eastern African Conference in Nairobi

From the youth perspective, the agriculture sector has strong potential, especially in the areas of crops, fisheries, fish farming, processing of agricultural products, transport and marketing (e-commerce). However, difficulties in accessing resources (land and finance), the low level of technical skills in agriculture, and the lack of infrastructure are hindering youth entrepreneurship in this sector. They expressed the hope that the Bank would assist governments in addressing these constraints.

Participants in the World Cafés also identified many opportunities in the industry sector, specifically in agri business, the textile and recycling industries, and the processing of local materials and crafts. They noted, however that the development of industry requires a significant amount of energy, and suggested that youth employment would benefit from the Bank continuing to invest in large hydro-electric and other energy projects.

The ICT sector offers tremendous opportunities for youth, but the development of youth businesses in the sector is hindered by the high cost of ICT equipment; the low coverage and high cost of internet services, especially in rural areas; lack of legislation in the ICT sector; and difficulties in accessing finance. Young people expressed a desire to work with the Bank and governments to respond to these challenges.

To ensure effective implementation of the JfYA Strategy, the youth entrepreneurs recommended that:

- The Bank could work with African and International partners to establish mechanisms for young people to participate at all levels of decision making on youth employment strategies.

- As an African Development Financing Institution, the Bank is well placed to establish innovative financial instruments which respond to the needs of the youth entrepreneurs within their unique profile. These instruments could be in the form of guarantee funds which have the potential to increase access to MSMEs finance significantly.
- In many countries youth can also engage in economic opportunities through improved and effective business and technical training including technical support. In particular rural youth need a special attention specifically to support their efforts to write project proposals which are needed to access available funding;
- Given the very innovative and interesting experiences that youth entrepreneurs have across the continent, the Bank should support the organization of periodic meetings where youth from different countries can share experiences and best practices in job creation;
- There are a large number of youth groups and organisations in Africa who support youth with information and dialogue. It is recommended that the Bank consider supporting the technical capacity of such youth organizations, institutions and agencies working with young entrepreneurs;
- The youth at the World Café highly appreciated the Bank's efforts to establish valuable apprenticeships opportunities in Bank funded projects. The youth therefore call on the Bank to support the increase of apprenticeships opportunities including through other donors and government agencies.

4. Conclusion and Next Steps

The conferences mobilized more than 1000 participants and gave the Bank an opportunity to engage with high-level officials and youth on issues of youth employment and empowerment. All parties have pledged to carry out their role in implementing the Bank's JfYA Strategy, which was developed in a participatory manner and reflects the aspirations of youth for meaningful employment. The Bank has an active portfolio of projects based on the identification of job-creating opportunities in member countries. The Bank has also started implementation of a Youth Apprenticeship Program, under which five young learners are recruited to work on every project being implemented.

The countries, for their part, have made commitments to create a favorable business environment and ecosystem for job creation, and coordinate to mobilize the necessary resources. The countries have requested the Bank's support to put in place relevant policies, strategies and institutions that will accelerate growth and enhance job creation.

The youth strongly appreciated the opportunities presented by the World Cafés. They recognized their role in

developing businesses in the areas of agriculture, industry and ICT, and their need for government and partners to help facilitate their efforts by building the relevant infrastructure and institutions.

For the next steps, the Bank will develop the Enabling Youth Employment (EYE) index as a tool to track in policymaking. In addition, the Bank will organise national-level consultations to identify concrete actions that can be taken at the country level for job creation. As part of its discussions with partners such as the International Labour Organization and the International Employer Organization, the Bank will support the establishment of a coalition to better coordinate the interventions. Capacity building is key, and the Bank has already started to reinforce staff members' skills to mainstream youth employment in sector operations and conduct more productive dialogue with countries. Training will also be provided at the country level, and tools will be developed to mainstream job creation in sectoral policies.

Job creation is not just a social or economic matter. It is a necessity for peace, security and stability in every region of Africa.

ANNEX: List of Ministers and their representatives who have participated to conferences

West Africa Ministers and Delegates

M. Daniel Kablan Duncan, Premier Ministre de la République Démocratique de **Côte d'Ivoire**

Mme Niale Kaba, Ministre de L'Economie et des Finances, **Côte d'Ivoire**

M. Sidi Toure, Ministre de la Promotion de la Jeunesse et de l'Emploi des Jeunes, **Côte d'Ivoire**

Mme Adijatou Mathis, Ministre du Travail, Fonction Publique et des affaires Sociales, **Benin**

M. Jean Claude Bouda, Ministre de la jeunesse, de la formation et de l'insertion professionnelle, **Burkina Faso**

Mme Kabore Pauline, Secrétaire d'Etat, Ministère de l'Economie et des Finances, **Burkina Faso**

M. Michel Loivogui, Directeur Cabine Ministre de l'Enseignement Technique, de la Formation Professionnelle, **Guinée**

Mr. Mario Sanca, Directeur, Ministère de l'Economie et des Finances, **Guinée Bissau**

Mr. Jacam Marques Vieira, Directeur Général, Ministère de la Fonction Publique, Travail et Sécurité Sociale, **Guinée Bissau**

M. Dia Ababakar Khalifa, Directeur de cabinet Ministère de la jeunesse, de l'Emploi et de la construction citoyenne, **Senegal**

Mme Abdou Zainaba Chaoulani, Ministre de l'Emploi, **Niger**

M. Tomane Balde, Ministre de la Fonction Publique, **Guinée Bissau**

Mme Dede Ekoue, Ministre du Développement à la base de l'artisanat de la jeunesse et de l'emploi des jeunes, **Togo**

M. Aboulie Jobe, Minister of Trade, Industry, Regional Integration and Employment, **Gambia**

Mr. Landing Sanneh, Permanent Secretary, Minister of Finance, **Gambia**

Mr. Alieu Jammeh, Minister of Youth and Sport, **Gambia**

Mrs. Mona Quartey, Deputy Minister of Finance, **Ghana**

Mr. Harouna Iddrisu, Minister of Manpower, Youth and Employment, **Ghana**

Mr. Myers Anthony G., Deputy Minister for regional and sectoral planning, **Liberia**

Mr. Saah Charles NTow, Minister of Youth and Sports, **Liberia**

Mr. Boima Kamara, Minister of Finance and Development Planning, **Liberia**

North Africa Ministers and Delegates

M. Mouhamed Fadhel Abdelkefi, Ministre de l'investissement et de la coopération Internationale, **Tunisie**

IM. Mekhazni Rabah, Directeur de la Régulation de l'Emploi, **Algerie**

M. Zemali Mourad, Directeur Général Agence Nationale de soutien à l'Emploi des Jeunes, **Algérie**

Dr. Sahar Nasr, Minister of International cooperation, **Egypt**

M. Mohammed Boutata, Secrétaire Général Ministère de l'Emploi et des Affaires sociales, **Maroc**

M. Mactar Mala Dia, Ministre de l'Emploi et de la Formation Professionnelle, **Mauritanie**

M. Mactar Ould Djay, Ministre de l'Economie et des Finances, **Mauritanie**

M. Mohamed Ould Haibala, Conseiller Ministre, Finances, **Mauritanie**

Central Africa Ministers and Delegates

Mr. Louis Paul Motaze, Ministre de l'Economie et des Finances, **Cameroun**

Mr. Zacharie Perevet, Ministre de l'Emploi et de la Formation Professionnelles, **Cameroun**

Mme Toto Reharimalala Marie Lydia, Ministre chargée de l'Emploi, de l'Enseignement technique et de la formation professionnelle, **Madagascar**

M. Randrianasolo Alexandre, Secrétaire Général, Ministère des Finances et du budget, **Madagascar**

Mr. Abdelkerim seid Bauche, Ministre de la Fonction Publique, de l'Emploi chargé du dialogue social, **Tchad**

M. Djeguedem Mbaibardoum, Secrétaire Général Adjoint de Ministère de la Fonction Publique, **Tchad**

M. Emilio Lima, Ministre de l'Emploi et des Affaires Sociales, **Sao Tome & Principe**

Mme Domingas Fernandes Aguiar, Directrice du Travail, de l'Emploi et de la formation professionnelle, **Sao Tome & Principe**

M. Abdoulaye Moussa, Ministre de la fonction publique, de la modernisation de l'Administration, du Travail, de l'Emploi et de la protection sociale, **RCA**

M. Jean de Dieu Yongondounga, Directeur Général de l'Emploi et de la Formation Professionnelle, **RCA**

Mr. Ebere Okogwu, Director Youth and Employment, **Nigeria**

Mr. Afolabi Imoukhuede, Senior Special Assistant, **Nigeria**

Mr. Cris Ngige, Minister of Labour & Employment, **Nigeria**

Mr. Baby Mahamane, Ministre de l'Emploi, **Mali**

Mr. Bai Mamoud Bangura, Minister of Youth Affairs, **Sierra Leone**

EAST Africa Ministers and Delegates

Mrs. Sicily K. Kariuki, Cabinet Secretary for Public Service, Youth and Gender Affairs, **Kenya**

M. Mpozeriniga Félix, Ministre de la Fonction Publique, du Travail et de l'Emploi, **Burundi**

Mr. Salim Mohamed Abdérémane, Ministre de la jeunesse, de l'Emploi, de l'Insertion professionnelle, de la culture et des sports, **Comores**

Mr. Yireda Erstu Minister of Youth and Sports, **Ethiopia**

Mr. Fisseha Abera, Director of International Financial Institutions Cooperation Directorate, **Ethiopia**

Ms. Sadia Joshua Lado, Responsible for Youth Affairs, Ministry of Youth, **South Sudan**

Mr. Matia Kasaija, Minister of Finance, Planning and Economic Development, **Uganda**

Mr. Virgilio Marques de Faria, Ambassador of **Angola**

M. Jean Pierre Douzima, DG de L'ACFPE, **RCA**

Mr. Matuku Memas, Ministre du Travail, Emploi et prévoyance sociale, **RDC**

Southern Africa Ministers and Delegates

Mr. David Ngcamphalala, Minister of Sports, Culture and Youth Affairs, **Zimbabwe**

Mr. O. Makhosami, National Youth Council, **Swaziland**

Mr. Henry Zeeman, Acting Director of Youth Affairs, **Swaziland**

Mrs. Joyce Nonde-Simukoko, Minister of Labour and Social Security, **Zambia**

Mr. Patrick Zhuwao, Minister of Youth, Indigenization and Economic Empowerment, **Zimbabwe**

Mr. Rangu Nyamurundira, Ministry of Youth Indigenization and Economic Empowerment, **Zimbabwe**

Mr. Patrick Chinamasa MP, Minister of Finance and Economic Development, **Zimbabwe**

Mrs. Victoria Diogo, Minister of Labor, Employment and Social Security, **Mozambique**

African Development Bank Group

Rue Joseph Anoma 01 Bp 1387 Abidjan 01

(Côte D'ivoire)

Tel +225 20 26 44 44 – fax +225 20 21 31 00

To get involved with Jobs for Youth in Africa

Email: JfYA@afdb.org



AFRICAN DEVELOPMENT BANK GROUP