

Youth and Unemployment in sub-Saharan Africa

AERC Senior Policy Seminar XV,
Kigali, Rwanda
March 21-22, 2013

Seminar Report

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About African Economic Research Consortium (AERC)

The African Economic Research Consortium (AERC), established in 1988, is a public not-for-profit organization devoted to the advancement of economic policy research and training. AERC's mission is to strengthen local capacity for conducting independent, rigorous inquiry into problems pertinent to the management of African economies through a synergetic programme combining research with postgraduate training in economics. There are two principal approaches to this: learning by doing research in thematic, collaborative and other modalities, and support for postgraduate training through collaborative master's and PhD programmes.

Networking – the linking of individuals and institutions in a knowledge-sharing, experience-sharing framework – is the key strategic instrument for implementing AERC's activities. The network approach links economists within and outside the region and promotes professional esprit de corps.

The Consortium is itself a network of 18 funders who support a commonly agreed programme of research activities, its dissemination and the training of future potential researchers. The Board of Directors sets broad policy, provides support for a multi-year programme of activities, approves annual work programmes and budgets, and appoints the Consortium's international staff. An independent Programme Committee sets the research agenda, advises on scientific matters and reviews and approves proposals for research and training grants. Academic Boards for the collaborative master's and PhD programmes oversee the implementation of their respective programmes. A small Secretariat, based in Nairobi, Kenya, manages the programmes and provides technical support to researchers, students and participating institutions. This organizational structure allows for ownership of AERC activities by the network of local researchers, an independent determination of the research agenda, and a programme of activities that is responsive to the professional and policy needs in the region, while at the same time ensuring accountability to funders.



Youth and Unemployment in sub-Saharan Africa – AERC Senior Policy Seminar XV, Kigali, Rwanda March 21–22, 2013: Seminar Report

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Contents

Abbreviations	iv
Acknowledgements	v
Youth and Unemployment in sub-Saharan Africa	1
Opening Session	3
Unemployment and Underemployment: How Serious is the Problem in Africa?	5
The Political Economy of Youth Unemployment in sub-Saharan Africa	9
Education and Youth Employment in sub-Saharan Countries: Linkages and Policy Responses	13
Promoting Youth Employment through Structural Transformation in Africa	16
Youth Employment in sub-Saharan Africa: The way forward	18
Lessons and Policy Options	22
Closing Session	26
Annex A: Seminar Papers	27
Annex B: Seminar Participants	28
Annex C: Seminar Programme	41

Abbreviations

ACET	African Center for Economic Transformation
AERC	African Economic Research Consortium
ALMPs	Active Labour Market Policies
CMAAE	Collaborative Master's Programme in Agricultural and Applied Economics
CSAE	Centre for Study of African Economies
ECD	Early Childhood Development
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
HET	Higher Education and Training
HIV/AIDS	Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome
ICT	Information Communication Technology
ILO	International Labour Organization
LICs	Least Income Countries
LMICs	Least and Middle-Income Countries
MDGs	Millennium Development Goals
MENA	Middle East and North Africa
MICs	Middle-Income Countries
NEET	Not in Employment, Education or Training
OECD	Organization for Economic Co-operation and Development
PPP	Public-Private Partnership
SAPs	Structural Adjustment Programs
SIPs	Socially Inclusive Policies
SMEs	Small and Medium Enterprise
SPS	Senior Policy Seminar
SSA	Sub-Saharan African
UMICs	Upper Middle-Income Countries

Acknowledgements

The employment distribution of sub-Saharan Africa's youth has changed a little over the past 10 years. In both 1997 and 2007, about half of Africa's youth were either unemployed or "inactive," as defined by the International Labour Organization (ILO). Defining terminology can give a clearer picture of Africa's employment situation. "Unemployed" refers to those in the workforce who do not have a job but are actively seeking work. "Inactive" refers to those who do not have a job and are not seeking work. Inactive youth may be attending secondary or higher education, but they may also be discouraged workers who are not seeking work because they feel they lack qualifications for a job, do not know where or how to look for work or feel there is no suitable work available. In much of Africa, there are few or no formal employment opportunities for young people. Those out of the labour force may be underemployed or wish to work but have no means to find stable employment. The discussions in this book will be mainly on experiences learnt on this very important subject.

African Economic Research Consortium (AERC) is immensely grateful to the Government of Rwanda for welcoming us to the country and the Bank of Rwanda for co-hosting Senior Policy Seminar XV. I also thank the authors who produced very high-quality papers, and the participants for their active participation in producing the seminar's policy recommendations to be shared with other African policy makers who did not find time to take part in this event. I am grateful to all those who made the seminar a success.

AERC appreciates the hard work of Charles Owino, Manager, Communications, and Sandra Mulluka, Communications and Publications Assistant in organizing the event. AERC also acknowledges with thanks Dr. Kulundu Manda, Thematic Research Manager, Dr. Samuel Mwakubo, Collaborative Research Manager, Dr. George Owuor, Manager, Collaborative Master's Programme in Agricultural and Applied Economics (CMAAE), and Dr. Tom Kimani, Manager, Training Programmes for their role as rapporteurs. Winston Wachanga, Information Resources Administrator, worked on promotional materials, and Catherine Chang'oli and Bertha Chedeye who assisted with logistics. To all of these and the many others who were involved, AERC extends its heartfelt gratitude.

Prof. Lemma Senbet
Executive Director
African Economic Research Consortium

Youth and Unemployment in sub-Saharan Africa

Africa has the fastest-growing and most youthful population in the world. Over 20% of Africa's population is between the ages of 15 to 24 years and, since over 40% of Africa's population is under 15 years of age, that number is expected to grow significantly in the coming years. According to the International Labour Office, youth make up as much as 36% of the total working-age population and three in five of Africa's unemployed are youth.

Africa faces demographic challenges as its population of young people increases and access to secure jobs continues to be problematic. Beyond economic costs, high rates of youth unemployment and underemployment have social ramifications. Some youth with few job prospects and little hope of future advancement may see little alternative to criminal activities or joining armed conflicts. Thus, unemployed and underemployed youth are more exposed to conflicts and illegal activities — many of them fall prey to armed and rebel groups and are readily available for anti-social criminal activities that undermine the stability of society. And an unstable society increases the risk of the market. This scares investors. The combination of population growth associated with high fertility rates and the slow pace of job creation in Africa presents challenges to its youth. Despite annual economic growth rates of 6% or more in sub-Saharan Africa in recent years, there has not been a sufficient increase in stable employment opportunities for the young people. With current demographic trends, the pressure to create new jobs will only increase over the coming decades.

Senior policy makers and advisors from across Africa congregated in Kigali, Rwanda on March 21–22, 2013 to deliberate on one of the continent's most pressing issues. The two days of passionate discussions during the fifteenth Senior Policy Seminar (SPS XV) convened by the Nairobi-based African Economic Research Consortium (AERC) focused on *Youth and Unemployment in Africa*. The region-wide seminar brought together 114 participants primarily African policy makers and advisors drawn from the highest levels of government representing 24 countries on the continent. The seminar was officially opened by Hon. Amb. Claver Gatete, Minister for Finance, Rwanda on behalf of the Right Honourable Prime Minister of Rwanda, Dr. Pierre Damien Habumuremyi. The cluster of senior government officials included 12 full ministers, eight deputy ministers, two governors and four deputy governors of central banks, four permanent secretaries, and five special advisors, as well as parliamentarians. Other participants included senior scholars and directors of various ministries and research institutes.

The seminar brought together a significant body of information to illuminate the impact of youth and unemployment in Africa and related policy matters. As it was anticipated that through AERC's broad research and policy network, the research papers and dissemination efforts brought these issues to the fore so as to raise the policy makers' awareness and enable them to take a proactive stance on behalf of their countries. The discussions were organized around the following themes:

- Unemployment and Underemployment: How Serious is the Problem in Africa?
- The Political Economy of Youth Unemployment in sub-Saharan Africa
- Education and Youth Employment in sub-Saharan Countries: Linkages and Policy Responses
- Promoting Youth Employment in Africa

Opening Session

Session chair: John Rwangombwa, *Governor, National Bank of Rwanda*
Welcome remarks: William Lyakurwa, *Executive Director, AERC*
Official opening: Dr. Claver Gatete, *Minister for Finance, Republic of Rwanda*

The Master of Ceremony for the day, **Charles Owino**, Manager, Communications, AERC, called the meeting to order, welcomed the participants and then took them through the seminar programme of the AERC Senior Policy Seminar XV. He then invited the session chairman, Hon. John Rwangombwa, Governor, National Bank of Rwanda, to continue with the rest of the programme.

Welcoming Remarks

by **William Lyakurwa**, *the Executive Director of AERC*

Before I get into the main business of the day, I wish to acknowledge the support of the Government of Rwanda, and more specifically the National Bank of Rwanda for accepting to collaborate with us in this important event. I also believe that I speak for all of us in this room when I say that the hospitality and support we have received in terms of protocol and logistical arrangements are beyond comparison, and for this we are sincerely grateful. I do acknowledge all the Ministers present and other senior government officials for taking time out of your busy schedules to participate in this seminar.

Young Africans have tried to seek better opportunities in urban areas, but too often find themselves stuck in slums with little or no way to make a survival salary. Many of them end up being paid as thugs by political parties or joining militias – not because of an ideological compatibility, but because they need to eat. Criminal enterprises also recruit from this pool of the unemployed, hopeless youth. This large, desperate and restive population poses a danger for many African countries.

With rates that high, the entire population is having trouble surviving, and youth are three times more likely to be unemployed than their elders, so there are veritable armies of unemployed youth eager to make a living doing whatever they have to do to survive. An increasing number of unemployed youth are college graduates. While some do leave for the developed world, many are stuck without the funds to go abroad. They are dissatisfied with what their governments have done for them and have the smarts to connect with others to channel their discontent into action.

Many of Africa's countries are sitting on a powder keg. More and more youth leave school each year, whatever the grade, with little prospect of honestly earning a living. They will not tolerate being kept in such a situation forever. With a window on the world provided by the internet, young people know how their status matches that of their counterparts elsewhere, and they now see that young people elsewhere are taking steps to remedy this issue. Young people are notoriously impatient. Ask the Tunisians and Egyptians.

The aim of every government, thus, should be to create enabling environment to promote investments. This includes provision of power, maintaining law and order, and adequate security. The justice system must also be strong to facilitate strong contracts and protect mutual trust. Education curriculum could be revised to incorporate skills and enterprise development. A special program could also be designed for low-skilled youth in vocational centres. Incentives should be provided to small scale enterprises (SMEs) that promote student internships.

Keynote Address

by Rt. Hon. Dr. Pierre Habumuremyi, Prime Minister, Republic of Rwanda, read on his behalf by Claver Gatete, Finance Minister, Rwanda

The theme of the fifteenth Senior Policy Seminar, 'Youth and Unemployment in Africa' is relevant in Rwanda and the rest of Africa. We all know that Africa has the fastest-growing and most youthful population in the world and the continent faces demographic challenges as its population of young people increases and access to secure jobs continues to be problematic. Beyond economic costs, high rates of youth unemployment and underemployment have social ramifications. Youth unemployment and underemployment is increasingly recognized as a potential trigger for social instability in other world regions.

Thus, creating viable jobs for young people is a precondition for Africa's poverty eradication, sustainable development, and peace; and more so in countries emerging from conflict. And access to employment for the youth is integral to peace-building processes.

It is also important to note that migration patterns also put further strain on urban areas and labour opportunities. Young people are more likely to migrate from rural to urban areas than other age groups. Studies show that rural youth migrate to urban areas to find better educational and work opportunities and a way out of poverty. And unemployment and underemployment in urban areas are associated with rural-urban migration. Young migrants often earn less than their counterparts in urban areas, but more than those in rural areas.

But focusing solely on unemployed youth overlooks the fact that many young people may be working, but are underemployed, working shorter hours than they would like, or reaping little economic gains. In addition, in areas with few formal employment opportunities, many are left to fend for themselves in the informal economy, often beyond the scope of official employment statistics. The problem is that underemployment is difficult to measure.

While it has been noted that a number of broad policy measures have been tried to address youth unemployment, we in Africa and numerous other developing countries, still have a long way to go: what effective measures should governments take to ensure our young people are employed to enhance long-term economic growth? It is this one, amongst related questions, that I believe all of you assembled here will be grappling with for the next two days.

Unemployment and Underemployment: How Serious is the Problem in Africa?

Session chair:	Hon. Milton Mahanga , <i>Deputy Minister for Labour, Tanzania</i>
Presenter:	Prof. Roger Nanfosso Tsafack , <i>University of Yaounde II</i>
Discussant:	Prof. Germano Mwabu , <i>University of Nairobi</i>

What are we talking about?

Unemployment occurs when people are without work and actively seeking work. The well-known ILO definition is people above a specified age who, during the reference period (for example, the past week), are without work, currently available for work, and seeking work. By this definition, the unemployed usually account for a small percentage of the working-age population, especially in countries with informal sectors or a large rural population. Underemployment refers to an employment situation that is insufficient for the worker, relative to a standard. The typical underemployed works less and/or is less paid than he would like. The ILO guidelines identify two broad types: (i) *Time-related underemployment* (insufficiency in the volume of work) and (ii) *Inadequate employment situations* (a variety of other limitations in the labour market that, in some way, prevent a worker's full productive potential from being realized).

Informal employment, variably also called "unregistered", "undeclared", "hidden", "grey" or "shadow" employment, is employment engaged in the production of legal goods and services where one or more of the legal requirements usually associated with employment (registration for social security, paying taxes, or labour regulations) are not complied with (65% of non-agricultural employment in Asia, 51% in Latin America, 48% in North Africa and 72% in sub-Saharan Africa).

The hidden unemployed are distinguished from the underemployed and the unemployed by the fact that they are outside the labour force, but nevertheless would prefer to be in employment. The underemployed are distinguished from the unemployed and the hidden unemployed by the fact that at least some hours have been worked (and paid for).

What is the real situation?

Developing economies are characterized by high level of self-employed, up to 36.8% (47% in Africa), and high level of "others" (workers not classifiable by status, members of producers' cooperatives and contributing family workers) up to 17% (23.2% in Africa). The low levels of employers and employees and high level of self-employed are clear indicators of malfunctioning of labour market.

The estimated youth unemployment rate in sub-Saharan Africa (SSA) is among the highest in the world; only MENA has a large one. Youth unemployment rate in SSA is 3.5 times higher than the adult unemployment rate, reflecting the relative disadvantage of this cohort in the job market in Africa. The regional aggregation hides important country variation in youth unemployment rate. A close look at a sample of selected countries in SSA shows that the youth unemployment rate could exceed 30% in countries like Mozambique and Kenya, with high urban unemployment rate. At the same time, countries like Burkina Faso and Uganda, with large rural sector, have a relatively low youth unemployment rate.

Underemployment in Africa is also important. Indeed, youth are more likely than adults to be in the informal sector, and less likely to be wage employed or self-employed. Figures show that underemployment is more prevalent among youth than adults in all selected countries, and is more prevalent in rural rather than urban areas, except in Guinea and Mauritania, where rural youth underemployment is less than urban, and in Madagascar and Tanzania, where both are slightly equal.

OECD (2012) states that, in Africa, measures of youth “in employment” are more relevant than measures of youth “not in employment”. Among the poor, few can afford not to be employed. Instead, “underemployment”, “vulnerable employment” and “working poverty” are widespread. Focusing on the unemployment rate fails to take into account this reality. It implicitly assumes that those in work are materially better off than the unemployed. In most African countries, however, this assumption does not hold. In fact, the young unemployed are less likely to suffer from poverty than many self-employed or underemployed.

The NEET (Not in Employment, Education or Training) rate of youth, which counts all youth who are not in employment, education, or training as a proportion of the total youth population, is then a good alternative. In LICs, 41% of young people are working. In MICs, fewer young people are working than in LICs. However, NEET rates are higher in better-off countries. In UMICs, for example, 31% of the young are NEET, compared to only 22% who are working. In LMICs, the shares of youth in NEET and working are almost the same with 27% and 26%, respectively. In LICs, about one-quarter of the young (26%) are NEET, making it the smallest group in these countries.

Two general causes of the youth problem: (i) Characteristics of youth labour market and young population (aggregated demand, youth wages, size of the youth labour force, and lack of skills). (ii) Regional disparities and individual characteristics (age categories, gender and ethnic determinants, as well as educational attainments – quantity and quality). In addition to this, the working poor are increasing. Following the conviction that poverty can only be reduced if people have a decent and productive job, in 2006 a new target was added under the MDG1: “Achieve full and productive employment and decent work for all, including women and young people”. In Africa, despite a 4.3% decrease in the share of working poor at the US\$1 a day level from 1997 to 2007, *more than 50% of those employed still do not earn enough to lift themselves and their families out of poverty.*

Some recommendations and what can be done

- African Governments would benefit from implementing more socially inclusive policies (SIPs), targeting specific groups of people due to age, sex, ethnicity, location of residence or disability status.
- In African countries, with large informal sectors and dominance of rural population, solely reforming labour market institutions and implementing active labour market policies (ALMPs) are likely to have some impact, with the contribution of the National Employment Funds created in line with the SAPs.
- The most-needed and well-rounded SIPs are: expanding job and education alternatives in the rural areas – where most youth live; promoting and encouraging mobility; creating a conducive business environment; encouraging the private sector; improving the access and quality of skills formation; taking care of demographic issues that more directly affects the youth; and reducing child labour.
- ALMPs can be used through three categories: (i) *labour supply* aim to increase the productivity and employability of young people by providing skill training, and improving the educational system. (ii) *labour market mediation and matching* improve the functioning of the labour market and link demand and supply through better matching services. (iii) *labour demand* aim to create jobs, not only through promoting entrepreneurship, but also through direct jobs creation by the government (public works programmes or civil service).

Discussions

- Transform agriculture and informal work into high productivity activities. However, we do not know how to do this, which implies that new research is needed.
- Build strong solidarity economies (perhaps to supplement, complement or replace market economies). The key elements of a solidarity economy include: Altruism, social cohesion, collective property rights, institutions that facilitate social interactions, ethical transactions, employment practices not driven by animal spirits like profit motives and need to balance private and public interests. There is, however, no evidence that the solidarity economy would work as desired.
- Promote public works and skill building programs. There is evidence that when properly designed, these programmes would address the employment and underemployment problems identified in the paper.
- Countries need to review their poverty reduction programmes to evaluate how effective they are in addressing the problem of unemployment.
- It has been observed that an economy could have high economic growth but yet continue to suffer high youth unemployment. Therefore, there is need for policies of countries to give priority to creating employment, which will contribute, in turn,

to economic growth of the country. Examples could be borrowed from a country like Cameroon which contributed to youth employment by engaging them in construction of all-weather roads.

- Educational job displacement is another key issue that needs to be looked at if people are to be retained in areas that they are needed. There is need to develop rural sector if rural to urban migration is to be mitigated.
 - Policy choices that have been tried in some African countries include:
 - Targeted intervention programmes such as the youth development fund,
 - Public investments that create complementarity with private investment, hence lowering transaction costs of doing business,
 - Regional integration initiative that is likely to lead to movement of youth to countries having high potential of providing employment and investment opportunities, and
 - Putting in place strong institutions to protect the markets (enforcement of contracts and property rights).
- Attitude of youth towards work is a problem that needs to be addressed. Youth often prefer white collar jobs. One way to reduce rural to urban migration is to make rural areas more attractive by investing on cottage industries and enhancing agricultural productivity. One possible approaches of addressing the problem of youth unemployment would be to introduce special tax on working population that could be used to generate jobs instead of depending on donor support. This initiative could be symbolic of home grown solution to youth unemployment.
- Policy measures that governments implement contribute to the collapse of SMEs. Most governments think only about collecting taxes from SMEs instead of thinking of how to support them to generate jobs.

The Political Economy of Youth Unemployment in sub-Saharan Africa

Session chair:	Hon. Yvonne Adelaide , <i>Minister for SMEs, Congo Brazzaville</i>
Presenter:	Blessings Chesinga , <i>University of Malawi</i>
Discussant:	Francis M. Baye , <i>Office of Prime Minister, Cameroon</i>

The critical question is why is SSA grappling with the problem of chronic youth unemployment? The simple and most common answer is that it is inevitable because SSA is the most youthful region of the world (World Bank, 2006; Valle, 2012; Brenthurst Foundation, 2011). Most SSA countries' population constitutes more than 60% of people who are less than 25 years old (World Bank, 2009). It is estimated that SSA will have to lift about 400 million people out of poverty and to employ about 215 million youth in the next decade (Valle, 2011). Youth unemployment in SSA countries is estimated to be three times higher, compared to any other age cohort.

The huge paradox is that the problem of youth unemployment is worsening despite concerted efforts that have been taken to address it: ILO efforts to address youth unemployment dates back to 1955. Thus, 1985 and 2012 were declared international years for youth. Then there was the enactment of the African Youth Charter in 2006, which became legally binding in 2010, and to date, we have a proliferation of youth policies and ministries across SSA to deal with youth challenges. More recently, there was a designation of 2009-2019 as a youth decade for Africa.

The Millennium Development Goal (MDG) target 16 calls for the global community to develop and implement strategies for decent and productive work for the youth, yet prospects for youth are not looking up, and, in fact, the prognosis for the future of SSA youth is bleak in almost all realms. The critical question then is why does SSA, with such a huge population of youth, accord low priority to their livelihoods, notwithstanding the potential demographic dividend? It is against this backdrop that understanding the pervasiveness of the chronic problem of youth unemployment from a political economy perspective is imperative and could possibly add value going forward.

Political economy considers how political institutions, the political environment and the economic environment influence each other (Adam and Dercon, 2009). It also Helps understand what drives political behaviour (interests and incentives), how this shapes particular policies and programmes, who are the winners and losers, what implications are for development strategies and programmes (Copestake and Williams, 2012). Contributes to better understanding of policy processes by identifying where the main opportunities and barriers for change exist and how such opportunities can be exploited and barriers overcome. It also provides in-depth knowledge of the different factors that

determine incentives for policy choices and institutional change. The logic is very simple: how problems are defined determines the possible choice of useful policy alternatives, authoritative adoption of a policy choice, implementation and assessment (Weiss, 1989).

The hallmark of political economy is that, policies are more effective when they are informed by an understanding of power relations, incentives and change processes. Actually, there is no technical solution to a problem without a political solution; and the resolution of political problems will always require technical support and implementation (Adrian Leftwich, 2011). The message is, let us go out of our comfort zones and confront the difficult political questions about youth unemployment.

Consequences of Youth Unemployment

- Threats to democracy and security:
 - Robust evidence suggests that chronic youth unemployment is associated with a significantly increased risk of domestic armed conflict, terrorism and riots or violent demonstrations (Urdal, 2006).
 - Thus chronic youth unemployment provides greater opportunities for violence through abundant supply of youths with low opportunity costs.
- Drug abuse, mental problems and violent crime:
 - Chronic shortage of jobs forces youth to turn to routine drug abuse as a way to pass time and deal with the stresses of life.
 - Drug abuse is contributing enormously to the rampant acts of violent crime in African cities.
 - The combination of drugs with cheap but potent local liquor is contributing to rising cases of mental problems among youth, especially the long-term users.
- Proliferation of gang or street culture:
 - Has led to alienation of youth from mainstream society to create their own social worlds.
 - Youth gangs tend to earn their livelihood by acquisition of ingenious variation of petty trading, casual work, borrowing, stealing, pick pocketing, prostitution and other illegal activities.
 - Urban SSA is thus becoming increasingly criminalized through proliferation of youth gangs.

Discussions

- Youth policy framings and narratives clearly underpin the underlying interests of the policy makers, even looking at the two positive ones: youth as the future of a nation and youth as future farmers.

- Implementation of youth policies seem to be motivated by moral panic from fears arising from the potential raw power that youth can mobilize rather than genuine concerns to address the challenges that youth are grappling with in their day-to-day livelihoods.
- Failure to recognize diversity of youth has led to policies that simply assert the normative policy aspirations for youth and prescribe one size fits all policy interventions (Sumberg et al., 2012).
- Until youth policies are sensitive to inherent diversity of experiences and locations, they are very unlikely to achieve the desired strategic impact on youth challenges, including pervasive chronic unemployment.
- There is need for innovative ways of articulating and dealing with the youth question, such as youth as action; youth as sub-cultural practice; youth as identity; and youth as generation.
- Advocate economic reforms that will trigger structural transformation and growth to create job opportunities.
- Institutional development and strengthening of the state to implement policies that would support employment generation and foster youth participation in policies that affect their livelihoods.
- Reform youth policies and align them with other development policies more specifically and more generally.
- Promote research that will inform policy making regarding the youth question as, currently, there is quite limited data available and most policies are greatly dictated by unfounded ideological beliefs and personal whims.
- Invest in rural development more generally, and in agriculture more specifically, targeting the currently undeveloped aspects of the agricultural value chain such as input supply, processing, storage, marketing and distribution.
- Reform the education sector to promote both quality and quantity:-
 - Focus on development of employable skills, with bias to the agricultural sector, and
 - Make school attractive to young girls with the view to delay marriage, hence reduce the magnitude of dependency.
- Encourage progressive land reforms that will not jeopardize the long-term interests of the youth:-
 - Review current land deals including ratcheting capacity to negotiate better ones, and

- Ensure that youth have access to land when they are interested in agriculture; in which case, the domestication of the AU policy framework on land is very critical.
- Introduce public works programme in line with the desired structural transformation.
- Explore public-private partnership (PPP) employment generation schemes in the context of restructured or restructuring African economies.

Education and Youth Employment in sub-Saharan Countries: Linkages and Policy Responses

Session chair:	Hon. Ronald Kibule , <i>Minister for Gender, Labour & Social Development, Uganda</i>
Presenter:	Miriam Altman , <i>Human Sciences Research Council, South Africa</i>
Discussant:	Hon. Lucious Kanyumbe , <i>Former Minister for Labour, Malawi</i>

Unemployment and discouragement is high for the under 30s. This is of great concern for a developing country with low earnings and high dependency ratios. In other regions, the challenge was mainly employment transitions from low to higher productivity and earnings. Broad unemployment is usually about the same for all education attainment (although generally higher in middle income economies). Those with more education tend to search, while the less educated are more discouraged.

There is a long transition from school to work in SSA – up to age 30 years – more than in other developing regions; this is partly due to youth bulge and partly due to slow structural transformation, and yet education makes a big difference to quality of opportunity. By age 30 years, about half of tertiary graduates work full time in formal sector, often in government. Status improves over working life especially in middle income economies, while 60-70% of secondary school educated youth are un- or under-employed. Status does not improve over working life. This has implications for individuals and for development prospects. Secondary education paves way for many to transition from agriculture to household enterprise and wage employment, but earnings rise with education – biggest leap with completed secondary and tertiary.

In terms of policy response, it is important to get some basics right, for example perfect sequencing is not possible; however, there is need to ensure high quality education up to grade nine as a basic commitment. It is also crucial to note that education does not guarantee employment, but employment won't expand without education. With the raise of education level, expect unemployment and underemployment to rise for that group. This is not indicative of poor resource allocation because equivalency certificates achieved through well-designed accelerated learning programmes have proven to be a successful approach in a number of developing countries. Flexible systems with strong communication between employers and education institutions need indicative human resource planning and not "manpower planning".

The other policy to pursue is to equalize access to education for boys and girls. The gap has narrowed since 1990, but still higher than most regions of the world. This has critical

impact on life-long work and earnings opportunity for half the population. Recognize gendered challenges, such as home care, pregnancy and child care, etc., and channel girls into non-traditional occupations, great leaning towards female occupations such as beauty and tailoring, while men can go to higher paid vehicle repair, computers, etc.

Many African countries are near a ceiling on education spending as percentage of Gross Domestic Product (GDP). This does not pose an intractable problem. It is the quality of teaching that matters, and less so the amount spent on education. For example, Majgaard and Mingat (2012) compared contributors to success in low income economies and found that, very large explanation for differences in outcomes is a student's test scores at the beginning of the year and factors such as *pedagogy and instruction time*. Factors such as equipment or libraries or teachers' academic credentials play a small role. Rwanda and Mozambique achieved high literacy in 5-6 years, as compared to 8-9 years in the Gambia and Mali. South Africa is an excellent example of high expenditure, but poor outcomes.

Relevance of education to labour market needs. Give attention to the development of core capabilities in school and in the post-school phase – not only numeracy and reading, but also communication, problem-solving, work readiness and attitude, or ICT readiness. We should find an appropriate balance between academic and vocational education. To date, there is limited attention to vocational education. This can be relevant for both formal and informal sector. We also need to raise efficiency of public provision and expand private provision. Vocational training should be accredited and quality assured. In SSA, much of it is informal and not linked to the workplace. In the end, we need to raise the relevance of secondary and post-secondary education content and delivery models to the needs of the economy. In many countries in SSA, tertiary education is often focused on public sector which is shrinking opportunity; more resources could be allocated to engineering, ICT and related areas. Agriculture should receive more attention.

Discussions

- To get the incentives for youth and firms right, we need to improve private incentives to youth, for example, asymmetrical information about education and employment needs to be addressed for youth. Then understanding about life-long benefits to education, as well as information about career options, keeping gender in mind, are very important.
- Eliminate financial barriers to accessing secondary, vocational, and higher education. Incentivize channelling into occupations with higher opportunity and development impact. For example, currently highest income quintiles are 25 times more likely to access vocational training than lowest quintiles in SSA. This can be addressed through improved basic education throughput, equivalency certificates, information and training subsidies or vouchers (see pilot in Kenya).
- Raise the returns to training for firms. Firms won't invest if they worry that they are subsidizing other firms if/when staff leave.
- Active labour market policies improve job matching and school to work transitions. They are quite difficult to get right, and it is sometimes a challenge to know what aggregate impact they have.

- Policy makers must first identify the target population, and challenge being posed to employment. Interventions should be designed on that basis – either to remove the constraint or to mitigate its impact.
- ALMPs are often complicated to implement and should be designed with a careful assessment of institutional and administrative capacity in mind. Some examples include: Job linkage programmes for both vocational and professional levels; subsidized training; subsidized youth hiring in for-profit and not-for-profit activities; labour market information; travel subsidies.
- Special employment programmes are also important, because the school to work transitions is rather slow in many SSA countries – and this is mainly due to slow industrial and urban development.
- At the early stages, it is possible that an expansion in the pool of educated youth – whether high school graduates, vocational training or HET – will simply lead to inflated requirements in hiring practices and higher unemployment amongst educated youth. This is because firms have the option to choose from a larger pool of educated youth who are competing intensely for opportunities.
- The right industrial and employment policies are needed to ensure that the market expands.

Promoting Youth Employment through Structural Transformation in Africa

Session chair:	Njuguna Ndung'u , <i>Governor, Central Bank of Kenya</i>
Presenter:	Abebe Shimeles , <i>African Development Bank</i>
Discussant:	Yaw Ansu , <i>Chief Economist, ACET</i>

Presentation

Youth are over-represented among the unemployed, especially in Middle Income Countries, and unemployment in Africa is chronic and caused by structural factors. Fast-growing economies had low intensity of employment; as a result, pace of poverty reduction in Africa was low, despite rapid growth. Currently, SSA has the highest ratio of extreme poverty in the world, and one of the reasons is low productivity in agriculture: the higher the share of labour force in agriculture, the higher is the rate of poverty.

Structural change has not yet contributed much to the overall labour productivity in Africa. Structural transformation could be an important source of poverty reduction: but, so far, within sector productivity is much stronger than structural changes in affecting poverty. Structural transformation is also key to generate productive employment, and thus poverty reduction. Simulations based on recent household survey for some 18 African countries show that, for the same level of growth in per capita GDP, countries could achieve a much larger reduction in poverty had employment increased in the most productive sector of the economy: country illustrations.

As for drivers of structural transformation, the clue is to understand what constrains the private sector. The biggest barriers to firms of all sizes are infrastructure (especially electricity) and access to finance. In better-off countries, labour regulations and the skill level of the workforce become more important but are still trumped by finance and infrastructure. In North Africa, the skill level and corruption are the biggest constraints.

Investment in building human capital, not only removes skill constraints, but also promotes inclusiveness. Education is, therefore, a pathway to inclusion. African policy makers, thus, need to rethink development strategies more from the perspective of promoting economic transformation than just promoting overall growth.

Overall, a focus on what makes firms in Africa compete in the global economy is very important. We can learn by studying the dynamics between exporting, FDI, skills and firm productivity as key to unlock the mysteries of structural transformation.

Discussions

- Young Africans are caught in a poverty trap. With an abundant supply of labour available for low-productivity jobs matched by the demand for such jobs, a sub-optimal equilibrium persists with wages fixed at subsistence levels. Poverty – and inadequate human capital – is transferred from one generation to another.
- Throughout Africa, high quality private sector jobs are in short supply. Africa's economic growth has been impressive, but the growth of jobs in the modern private sector has not kept pace.
- Manufacturing, the backbone of job creation, has been in a decline in Africa. Manufacturing has fallen steadily from 16% of GDP to 11% of GDP over the last 20 years in sub-Saharan Africa as a whole. The share of manufacturing declined in more than 20 countries over the last 10 years. In many countries, growth has been driven by natural resource-extraction, which does not require many workers.
- Even for the relatively well-educated, opportunities for good jobs are few and far between. In the countries in southern and North Africa, typically about one-third of graduates of tertiary education are openly unemployed.
- The group of educated jobless youth constitutes a potent force of discontent. While a vast majority of young Africans languish in joblessness, the fortunate few prosper in newly found affluence. Those in the top bracket of the income distribution belong to middle class, even by international standards. Such polarization will likely ferment social tensions in African societies.
- It is essential to transform the African youth from a time-bomb to a driving force for growth and social development. This will require a holistic approach that pulls together interventions implemented in several sectors into a comprehensive and well-coordinated action programme. Now is the time to take bold, innovative and evidence-based actions to break the low-productivity, jobless trap in which much of the African continent finds itself.

Youth Employment in sub-Saharan Africa: The Way Forward

Session chair:	Hon. Murekezi Anastase , <i>Minister for Labour and Public Service, Rwanda</i>
Presenter:	Hiroyuki Hino , <i>Economic Advisor, Office of the Prime Minister, Kenya</i>
Discussant:	Cyryll Chami , <i>Former Minister for Trade, Tanzania</i>

Presentation

The youth is an asset for Africa. Young Africans are dynamic, vibrant, resilient and entrepreneurial. The African youth population is projected to expand rapidly, surpassing that of any other continent in the world in the coming few decades. Once empowered, the expanding youth population will be Africa's strength in the global economy as populations in the rest of the world age.

African governments and the international community must invest in building the human capital of young Africans – nutrition, health, and education – from conception through young adulthood. Stimulation of the new born at loving home during the first 1,000 days of life is crucial. Quality and relevance of education are at least as important as quantity. At the same time, economic transformation must be engendered – reversing the decline in manufacturing and leveraging better natural resources – so that economic growth will be accompanied by commensurate creation of jobs. Economic transformation should also better embrace the disadvantaged, including pastoralists and women.

As building human capital and transforming the economy will take time, it is essential to take special care to alleviate the burden of the current and next generations of unemployed youth. This will require bolder, time-bound interventions, specifically designed to assist them to find jobs, to counter labour market imperfection, and to overcome barriers in job search.

Empowering young Africans to live their dreams is the way to achieve Africa's potential. It will be the dynamism of young Africans that will engender the economic and social transformation which we look for across Africa.

Issues and challenges

Joblessness among young Africans is far more pervasive and complex than commonly understood. The portrayal of joblessness of the youth by the standard ILO definition fundamentally understates the extent of the problem. According to this definition,

unemployment of the youth is estimated at 12.8% in sub-Saharan Africa and 27.1% in North Africa (ILO, 2012).

Two-thirds of the youth are not gainfully employed in most African countries. In addition to those unemployed, more a large number of young Africans are only partially employed. Yet others, the largest in number, work long hours under difficult conditions but earn very little: they are working but poor. Unemployment is high in Southern Africa and North Africa, while the working poor are predominant in the rest of sub-Saharan Africa (Baah-Boateng, 2013).

For most young Africans, human capital is underdeveloped and productivity insufficient to earn a decent wage. More than 40% of children grow up with their cognitive development impaired, because of malnutrition, poor health and insufficient stimulation at home. Nearly all children receive substandard education. One out of five children works more than 66 hours a week. Universal primary schooling increased enrolment, but reduced progression to higher grades (Baker-Henningham et al., 2013).

Similarly, the work available for young people today is mostly low productivity jobs. Except for a few countries in southern and northern Africa, such jobs are predominantly in urban and rural non-farm informal sectors and smallholder agriculture. Productivity in those areas is painfully low for a range of reasons, including over-cultivated land, insufficient capital, inadequate use of farm inputs, and poor rural infrastructure.

Pastoralism has been marginalized. There are 50 million pastoralists in sub-Saharan Africa, constituting 8% of total population. Pastoralism accounts for 10-40% of GDP across African countries. Livelihood in pastoral areas has worsened as a result of climate change and desertification. The latter is, to a large degree, man-made as over-grazing, particularly by goats, has made it difficult to sustain rain water, and hence contributed to the creation of barren land (Mude, 2013).

Discussions

Programmes of action should be tailored to suit the particular circumstance of the country concerned. However, there are several elements that are key across most African countries. First, build human capital, starting from the time of conception through young adulthood. This will involve:

- Greater public investment in child nutrition, health, and stimulation, particularly during the first 1,000 days of life; evidence shows that nutrition or health is not sufficient. Without stimulation, cognitive development of a child can be irreparably handicapped.
- Evidence shows that the return to education becomes substantial only with completion of secondary school. It thus appears necessary to aim for both quantity and quality through secondary school.
- A focus on skill development in secondary and tertiary education, and expansion of vocational schools, to improve employability of the youth is important. It is vital to make schools responsive to demand for labour by firms and other employers such as government and civil society.

- A high calibre mathematics, science and engineering stream, from primary school through university, extending to centres of excellence devoted to advanced research. Evidence shows that the educational attainment in mathematics and science is particularly low throughout the school system. Much of poor performance can be explained by the quality of teachers (World Bank).
- Investments in the health of young adults; African youth face high rates of illness. For example, in Kenya, a survey showed that 22% of the youth have been either ill or injured in the past four weeks. HIV and AIDS, typically, have the highest prevalence rates among young adults. Healthy body – and adequate health care – are of course a necessary ingredient of human capital.
- There are a number of programmes and projects that rigorous evaluation has shown to be effective in building human capital. These include: conditional or unconditional cash transfer to the mother from the time of conception through infancy; remedial education for disadvantaged primary school children; school-based de-worming programs; free school meals for pupils; cash transfers to poor parents with primary school-age children; and education vouchers for post-secondary and vocational training.
- Jobs also need to be created through transformation to a high productivity economy, for example, by reversing the decline of manufacturing through renewed external competitiveness and strengthened labour productivity. Manufacturing has been the foundation of job creation and economic transformation in Asia and Latin America. Competitive exchange rates should be maintained, and protectionism in the name of employment creation avoided.
- Third, improve the performance of the labour market. Costs and benefits of collective bargaining agreements, minimum wage settings and other regulatory requirements should be evaluated objectively and thoroughly in each country as they impact different segments of the population. Findings of such evaluation should be made public and be debated openly.
- Private-public partnership to alleviate the immediate burden of unemployed youth. African governments have been implementing a large number of interventions to ease the pressure of unemployment, including government-administered public works programmes, direct provisions of wage subsidies, preferential treatments in public procurement, credit programs for youth enterprises and other affirmative actions.
- In Africa, programmes that address youth underemployment problems are frequently funded by development partners and donor agencies. There is, therefore, need to design mechanisms for effective coordination of the programmes by donors, governments, beneficiaries, and non-governmental organizations through which the assistance is also channelled.

Conclusions

Empowering the youth by enabling them to build human capital and according them with opportunities for quality jobs is one of the most critical challenges that governments across Africa must address immediately. African governments are, therefore, encouraged to consolidate existing policies, interventions and introduce new measures to adopt a comprehensive and well-coordinated programme of action.

It is advisable for governments to be selective in identifying interventions to be incorporated in the programme of action. Such interventions should be limited to those that have proven to be, or have a high probability of being, effective. At the same time, selected interventions should cover all the areas of highest priority and be closely coordinated with each other. Evidence from rigorous studies, including randomized controlled trials, can be used to identify desired interventions.

If a programme of action is to bear fruit, it would have to be bold, and most likely include some measures which will involve trade-offs between vested interests (e.g., labour market regulations and land reforms). National consensus and strong political will are, therefore, indispensable. Strong leadership is called-for to harness the desired national consensus and marshal the requisite political will.

Lessons and Policy Options

Panel Discussion on “Youth and Unemployment in sub-Saharan Africa”

Session moderator: **Louis Kasekende**, *Deputy Governor, Bank of Uganda*

Panellists:

- **Jessica Alupo**, *Minister for Education & Sports, Uganda*
- **Sospeter Ojaamong**, *Assistant Minister for Labour, Kenya*
- **Alie Mansaray**, *Deputy Minister for Trade, Sierra Leone*
- **Kupukile Mlambo**, *Deputy Governor, Reserve Bank of Zimbabwe*

1. Remarks from Jessica Alupo, Ministry for Education & Sports, Uganda

- Youth should be accepted instead of complaining about them. They should be considered to be a blessing in disguise and be equipped with skills to contribute to economic development.
- The big challenge in Africa is donor-dependency, and in order to tackle youth unemployment, there is need for economies to be economically independent.
- Many African countries mainstream activities of youth in their programme as a way to address youth problem. Some countries have youth policies published in a booklet. It would be necessary for all countries in the continent to at least publish a one-paged youth policy. The policy should be reorganized and redesigned so as to identify areas to focus on, given the available resources.
- There is need for data that disaggregates the youth population per categories (gender, level of schooling, professional, unemployed, underemployed, in the formal/informal sector, self-employed, etc.).
- African culture should be part of the youth if change of attitude towards work is to be realized.

2. Sospeter Ojaamong, Assistant Minister for Labour, Kenya (also Governor-elect for Busia County)

- The Government of Kenya has implemented the following youth programmes:
 - Formation of talent academy to train youth to utilize their talent for gainful employment.
 - Youth enterprise funds - youth are given money to do business after undergoing some training on entrepreneurial skills and financial management. However, this has not worked out well.
 - Introduced policy on public institutions offering contracts to local firms run by youth and women.
 - Kazi kwa Vijana (employment for youth), whereby short-term jobs are generated for youth to undertake (for example, environmental conservation projects).
 - Introduction of technical institutes in every county.
 - Village polytechnics, offering basic skills (carpentry, masonry, tailoring, etc.) are aimed to cater for all those who could not proceed to higher education.

3. Alie Mansaray, Deputy Minister for Trade, Sierra Leone

- The following gains have been made in Sierra Leone:
 - Establishment of a Ministry of Youth.
 - Appointment of several youth as ministers in the government.
 - Youth Commission to serve the technical wing of the youth ministry established.
 - National youth policy has been developed.
 - The country's president has made a vow to lay his life for the youth in the next 5 years of his second tenure.
- The president has declared war against indiscipline. Owing to the civil war that befell the country, many youth lack basic education and are unemployed.
- Local content policy has been developed to create job opportunities for the youth through private sector investment. However, most private investors renege on their agreements, and continue to engage expatriates, which local content policy had aimed to address.
- Everybody has a role to play of sensitizing the youth that the government can do a lot for them, but they have a role to be responsible citizens.

4. *Kupukile Mlambo, Deputy Governor, Reserve Bank of Zimbabwe*

- Youth are not homogenous in Africa. There are different qualities of youth to deal with. Typical African youth is, on average, 20 years old and living in the village without formal education. Policies to address youth unemployment will vary from country to country.
- Inclusive growth is fundamental if the problem of unemployment is to be addressed.
- Focus should be on raising productivity by removing red tapes and barriers for businesses to operate efficiently. Government could invest on infrastructure, including electricity.

Comments from the Floor

- There is need to ensure that schools are training ground for real life. Research centres should be introduced right from ECD so that the youth can become researchers early in their lives. Students should be encouraged to be innovators. For this to be possible, teachers should be retooled to enable them handle learners as potential researchers and innovators.
- One thing that has not come out in the seminar is government budgeting. It would be practically difficult for a nation to develop with recurrent expenditure of 70%. It is only through increase in development expenditure that private investors can participate in economic development.
- Governments should remove obstacles of doing business for the private sectors to be engine to job creation for the youth.
- Development of SMEs should be supported through enhancing access to affordable loans. Agricultural loans could also be critical given that most economies are agricultural-dependent.
- Youth often prefer courses that take a short period of time to complete as they continue engaging in their day to day activities. There is, therefore, a need to develop modular courses for part-time training.
- There exists knowledge-capital deficit among the SMEs. Finance may not be the only reason why SMEs are not growing. Youth need to be networked with successful entrepreneurs for mentoring.
- African states could consider developing business innovation and incubation centres and industrial parks. Youth could be encouraged to come up with innovative ideas and the best ideas could be incubated for a fixed time period (say between 1 and 2 years), within which time the business idea would start generating income and generate jobs. Within the incubation period, the innovator's idea would be patented and training on entrepreneurship, financial management and any other relevant training provided. Upon the business idea growing to some level, that it is out of danger of collapsing at infancy, it could be graduated and temporarily

transferred to an industrial park. On maturity, the innovator would exit the industrial park and source for financial support, either from the youth fund or from microfinance institutions. In addition, they could be given opportunities to compete for government contracts. Friendly established private companies would be encouraged to mentor or give business to the young entrepreneurs.

- A four-month vocational training could be offered to students before they leave school.
- Youth fund should be seen as a passing phase to introducing the youth to the banking sector. They should not be given an illusion that youth fund would always be there. Countries like Mauritius encourage their youth to go for bank loans without necessarily providing collateral. The Government in return caution the banks from losses that would emanate from bad debt owing to youth not providing collateral.

Summary from the Panel Discussion

- There is need for a data bank in each country that characterizes the youth.
- Countries need some form of strategies that address the different youth characteristics.
- Resources should be aligned to implement youth development strategy.
- Private sectors should be involved in coming up with youth development strategy.
- Vocational training should be for skills development, and not only for low-level educated youth.
- Curriculum should respond to gaps in the job market.
- There is need for a developmental state that puts private sector at the centre of job creation.
- Economic growth is necessary in everything a country does, and most important, inclusive growth.
- Youth fund should not be politicized but should be given as a loan to good business ideas.
- Business incubation and innovation centres and industrial parks could also contribute to training the youth to become a job creator rather than a job seeker.

Closing Session

Closing remarks

by **John Rwangombwa**, *Governor, National Bank of Rwanda*

I would like to take this opportunity to thank you all most sincerely for attending the 15th Senior Policy Seminar which, I am sure you will all agree with me, has been an exceptionally successful one. This seminar has been conducted with the participation of ministers, deputy ministers, governors and deputy governors of central banks, advisors to Presidents and Prime Ministers; special advisors, chairs of parliamentary finance committees, members of parliament, permanent secretaries and senior government officials. I know that all of you are very busy people with great demands on your time, and I am very pleased to thank you all very much for taking the time to participate effectively in the Seminar.

As was affirmed on the first day yesterday; it is the papers and participants that make a successful seminar like this. A very special thank you to the five authors, who produced high quality papers on the various themes of this seminar, and to you participants for your very excellent contributions. Please give a round of applause to the authors, discussants and to all of you participants.

I am also very grateful to the session chairs who served very competently at the various sessions. I am sure you will agree with me that we have had a very stimulating discussion at this seminar.

At the beginning of the seminar, we were grateful to have the Prime Minister's opening speech read by the honourable Minister of Finance. The speech, as you will agree with me, was very stimulating and a pace setter for the seminar. I also recognize the interpreters who have given us very good service in breaching the linguistic divide. Another *merci* is due to the hotel and its staff for good services rendered, as well as to the media for actively publicizing our activities and for accepting to hold television interviews with some of our participants. A big round of applause to them all.

Finally, I would like to thank the AERC Secretariat Staff, for the good job done. I would not want to forget the entire Staff of the National Bank of Rwanda for assisting in all the logistics of this seminar. I wish you all a pleasant trip back home and we are looking forward to seeing you again.

Au revoir et encore, merci beaucoup.

ANNEX: A

Seminar Papers

1. *Unemployment and Underemployment: How Serious is the Problem in Africa?*
Roger Tsafack, University of Yaounde II
2. *The Political Economy of Youth Unemployment in sub-Saharan Africa*
Blessings Chesinga, University of Malawi
3. *Education and Youth Employment in sub-Saharan Countries: Linkages and Policy Responses*
Miriam Altman, Human Sciences Research Council, South Africa
4. *Promoting Youth Employment in Africa*
Abebe Shimeles, African Development Bank
5. *Youth Employment in sub-Saharan Africa: Way forward on Policies and Evidence based on Programmes*
Hiroyuki Hino, Economic Advisor, Office of the Prime Minister, Kenya

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ANNEX: C

Seminar Programme

Wednesday, 20 March 2013

16:00 – 18.30

Registration

Thursday, 21 March 2013

08.30 – 08.55

Registration

09:00 –10:30

Seminar Opening Session

Session chair:

John Rwangombwa, Governor,
National Bank of Rwanda

Welcome remarks:

William Lyakurwa,
Executive Director, AERC

Keynote address:

Amb. Claver Gatete,
Finance Minister, Rwanda

Official opening:

Rt. Hon. Dr. Pierre Habumuremyi,
Prime Minister, Republic of Rwanda

10:30 –11.00

Tea/Coffee Break

11:00 –12:30

Session 1:

**Unemployment and Underemployment:
How Serious is the Problem in Africa?**

Session chair:

Hon. Milton Mahanga,
Deputy Minister for Labour, Tanzania

Presenter:

Roger Tsofack, University of Yaoundé II

Discussant:

Germano Mwabu, University of Nairobi

Floor Discussion

12:30 –14:00

Lunch Break

14:00 –15:30

Sessions 2:

**The Political Economy of Youth Unemployment
in sub-Saharan Africa**

Session chair:

Hon. Yvonne Adelaide,
Minister for SMEs, Congo Brazzaville

Presenter: Blessings Chesinga, University of Malawi

Discussant: Francis M. Baye,
Office of Prime Minister, Cameroon

Floor Discussion

15:30 – 17:00

Session 3: Education and Youth Employment
in sub-Saharan Countries: Linkages and Policy Responses

Session chair: Hon. Ronald Kibule, Minister for Gender,
Labour & Social Development, Uganda

Presenter: Miriam Altman,
Human Sciences Research Council, South Africa

Discussant: Hon. Lucious Kanyumbe,
Former Minister for Labour, Malawi

Floor Discussion

17:00 – 17:30 *Tea/Coffee Break*

19:00 – 21:00 *Opening Dinner*

Friday, 22 March 2013

09:00 – 10:30

Session 4: Promoting Youth Employment in Africa

Session chair: Njuguna Ndung'u,
Governor, Central Bank of Kenya

Presenter: Abebe Shimeles, African Development Bank

Discussant: Yaw Ansu, Chief Economist, ACET

Floor Discussion

10:30 – 11:00 *Tea/Coffee Break*

11:00 – 12:30

Session 5: Youth Employment in sub-Saharan Africa:
Way forward on Policies and Evidence
based on Programmes

Session chair: Hon. Murekezi Anastase,
Minister for Labour and Public Service, Rwanda

Presenter: Hiroyuki Hino, Economic Advisor,
Office of the Prime Minister, Kenya

Discussant: Cyrill Chami, Former Minister for Trade, Tanzania

Floor Discussion

12:30 –14:00

Lunch Break

14:00 –16:00

Session 6: Panel Discussion

Session Moderator: **Louis Kasekende**, Deputy Governor, Bank of Uganda

Panellists: **Sospeter Ojamong**, Assistant Minister for Labour, Kenya
Yah Zolia, Deputy Minister for Planning, Research and Development, Liberia
Alie Mansaray, Deputy Minister for Trade, Sierra Leone
Natu Mwamba, Deputy Governor, Bank of Tanzania
Jessica Alupo, Minister for Education & Sports, Uganda
Kupukile Mlambo, Deputy Governor, Reserve Bank of Zimbabwe
Jean Philbert Nsengimana, Minister for Youth, information and Communication Technology, Rwanda

16:00 –16:30

Tea/Coffee Break

16:30 – 17:00

Session 6:

Wrap up: **Damiano Manda**, AERC

Closing: **Governor**, National Bank of Rwanda

18:30 – 22:00

Cocktail
