

AFRICAN YOUTH COMMISSION

UNITING YOUTH IN ACTION FOR AFRICAN UNITY AND DEVELOPMENT



**Presentation of the Policy Review
Youth and Employment Policies in Africa: Challenges, Aspirations and Opportunities.
7th African Social Partners' Summit
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BACKGROUND



- Africa will have the second largest population by 2050 and currently almost 60% of Africa's population is under the age of 25, making it the world's youngest continent, according to various researches conducted on Africa's population and development.
- The number of unemployed young men and women is still growing in a continent hampered by a digital divide and the socioeconomic fallout of a global pandemic.

BACKGROUND



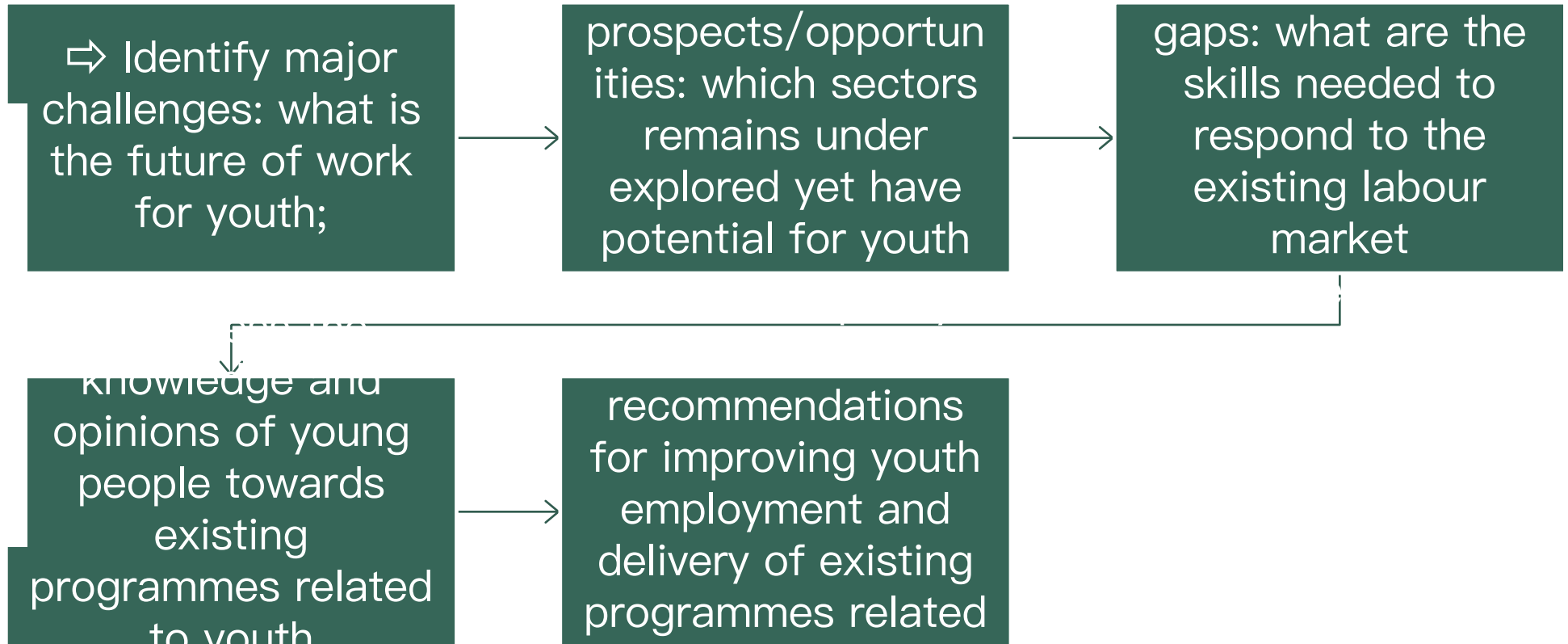
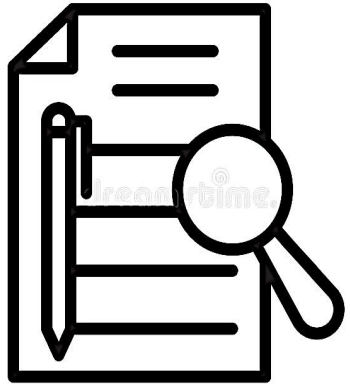
- Even prior to the pandemic, the world of work was transforming and opportunities in ‘traditional’ forms of work were decreasing due to factors such as low productivity; the collapse of the commodity boom; skills gaps; global competition; and the adoption of new technologies.
- At the same time, data from the International Labor Organization (ILO) showed that informal employment is the common condition among most youth in Africa, where an estimated eight in ten young workers fall into the category of informal employment. Furthermore, self-employment constitutes a large share of informal employment than wage employment.

BACKGROUND



- It is against this background that a research on Youth and Employment Policies in Africa was initiated by the International Organization of Employers (IOE) and conducted by the African Youth Commission (AYC).
- The overall aim of the research is to assess the status of youth (social and economic), impact of COVID 19 on youth businesses, youth organisations and youth initiatives, efficiency and effectiveness of youth policies related to employment, innovation, digital skills, and social participation in Africa.

THE OBJECTIVE OF THE REVIEW WAS TO RESPOND TO THE FOLLOWING:



FOCUS COUNTRIES: TEN (10) SELECTED COUNTRIES REPRESENTING THE FIVE AFRICAN UNION SUB-REGIONS:

✓ The Kingdom of Lesotho, Republic of South Africa (Southern Africa);

✓ The Republic of Uganda and Republic of Kenya (East Africa);

✓ The Democratic Republic of Congo and The Republic of Cameroon (Central Africa);

✓ The Republic of Senegal and The Federal Republic of Nigeria (West Africa);

✓ The Kingdom of Morocco and The Arab Republic of Egypt (North Africa).



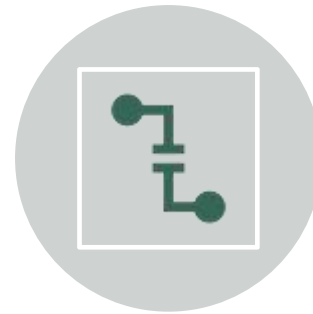
RESPONDENTS

- More than half the respondents were self-employed. Being more independent when working was identified as the main reason they chose to be self-employed. Likewise, a number of people chose to be self-employed because they could not find a wage or salary job, followed by more flexible work hours. Forty-three percent of those who are self-employed received no help and used their personal savings to start their business. The two most important problems that selfemployed youths face are problems with Internet service and insufficient training to prepare them for their jobs

CHALLENGES: THE CHALLENGES INCLUDE BOTH MACRO AND MICRO LEVEL FACTORS, SUCH AS:



⇒ Low economic growth in selected countries of the research,



⇒ Disconnect between training institutions and the labour market,



⇒ Deficiencies in the education system,



⇒ Job preferences among youth and limited access to finance and training programmes for youth.



Ineffective taxation systems

CHALLENGES: OTHER CHALLENGES OF YOUTH EMPLOYMENT ALSO INCLUDE:

⇒ Limited funding opportunities, lack of feedback on funding applications,



⇒ Limited physical presence of youth employment programmes particularly in rural areas,



⇒ Weak coordination across various implementing agencies and stakeholders of programmes on youth employment, as well as the conditions attached to some grants and loans offered by funding agencies.

These factors interact closely to negatively influence or limit the impact, opportunities and effectiveness of programmes that have been designed to increase youth employment and employability.



ASPIRATIONS: YOUNG PEOPLE DESIRES FOR:



- Improved access to strategic information and support/advice for the social professional intergration of young people
- Boosting job creation and labour market demand: Fostering self employment/entrepreneurship
- Business taxation and regulations at central and local government levels enhanced to protect the youth in business
- Improving financial well being for youth by simplifying their requirements for grants and loan opportunities to facilitate youth access to finance
- Improving the digitilizaiton of skills for job seekers and young young professionals as a necessity in the current context of exponential development of the digital economy and technological innovation

RECOMMENDATIONS:

- 1. There is huge demand for employment among youth and the programs that are available cannot support everybody. Therefore, there is need to provide more support to youth to venture into business (self-employment generation initiatives)
- 2. It is important for the education sector to move towards preparing youth for future career through technical and vocational training.
- 3. There is a bit of perception issues when it comes to technical and vocational training. This mind-set needs to be addressed at the national, individual and community levels.
- 4. Design a national youth employment strategy as a practical step to address youth employment, address the need of employers and young people so as to meet both the demand and supply for labor market.
- 5. Enhance coordination across implementing partners of youth employment programmes and employment policy makers.
- 6. Simplified their requirements for grants and loan opportunities to facilitate youth access to finance.
- 7. Youth issues should be mainstreamed in all public-sector policies and programmes
- 8. Youth should participate in all public-sector policy, programme formulation and their views and position taken on board.

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- 9. Decentralization of quality TVET to reach out to the disadvantaged young people in rural areas.
 - 10. Accelerating and diversifying the labour sector, through intensive public works programme to create more jobs for the youth
 - 11. Pursuing and delivering a robust system for data collection at all levels of the economy on youth employment
 - 12. Reviewing existing legislations and policies on expatriate quarter and the business licensing processes to protect jobs for the young people.
 - 13. Business taxation and regulations at central and local government levels need to protect the youth in business and should not be seen as means to kill jobs
 - 14. Promote the establishment of job referral centres for youth at decentralized levels where job opportunities and information would be shared, and youth supported to process their job applications. The job referral centres could also promote apprenticeship, internship for youth to hone their skills for better employment opportunities or self-employment.
 - 15. There is also need to make for follow up support for youth who have been trained by way of job referral, insertion or placements.

THANK YOU!



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