



**Abstracts**  
Youth Employment Summit Campaign

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**Dear Summit Delegates and YES Family Members,**

This Summit is focused on four main topics, each of which is directly linked to the issue of reducing youth unemployment around the world. We invited your participation in person and in writing; we called upon you to submit to us your papers on these topics:

1. Creating Markets...Unleashing Entrepreneurship in 5 Emerging Employment Sectors for Youth and Others
2. Building Trade Capacity and Attracting Foreign Direct Investment (FDI)
3. Developing Large Scale Labor Intensive Employment Programs
4. Building an Entrepreneurial Culture

You responded by sending us your writings on personal and professional experiences, on life-lessons and a lifetime of commitment. Your papers reflect your in-depth knowledge of your areas of specialization, of your dedication to changing the world as we know it today, to a better, healthier, safer place. You have written about the projects that you have run or are still in-charge of; about lessons learnt and best practices; about the untapped potential of ideas that are waiting to be realized.

It has made for fascinating reading and I have enjoyed learning from your work. This document presents the abstract of your writings and is limited in that it only showcases the briefest summary of your works. However, your papers are visible on our website and can be accessed at [http://yesweb.org/2006/call\\_papers\\_mm.htm](http://yesweb.org/2006/call_papers_mm.htm). I hope that you will all have an opportunity to go through the work that has been put up, for it talks of new and innovative solutions to common problems that we are all faced with, as development practitioners.

I would like to extend my heartfelt thanks to all of you for responding to our request for papers. I am greatly appreciative of the effort you put into writing these papers. It is both a welcome and a necessary addition to the YES Kenya Summit - it is your writings and participation that have made this Summit a success. It is your work that will make a difference to this cause that is so dear to our hearts. I hope you will keep up your work and your writings in time to come, as we move beyond this Summit to the field where our practice is put to the test.

In solidarity,



Poonam Ahluwalia  
Executive Director  
YES Campaign



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## ROLE OF RENEWABLE ENERGY FOR RURAL DEVELOPMENT ENERGY CONSERVATION & EMPLOYMENT

*P. Srirama Raju*

Energy plays an important role in improving the productivity in agriculture sector, industrial sector and service sector. This will directly have a predominant impact on economy and employment opportunities. Developing countries are facing shortage of power in view of the lack of sufficient conventional energy sources. The per capita energy consumption rate in developing countries is very low about 400 units when compared to the developed countries about minimum of 8000 units. To bridge this gap and also to improve per capita energy consumption levels, it is only possible through renewable energy technologies.

Limitations of conventional energy sources:

1. Resources for power generation i.e. coal, gas etc. are limited
2. The hydro power is seasonal and varies depending upon the rain fall in the catchment areas
3. Submersion of land area due to raise in water level
4. Centralised power generation and distribution of the same to long distances will result in high T & D losses
5. The energy conversion process from thermal power projects results in emission of green house gases.

Advantages of utilising renewable energy sources

1. These resources are locally available and everlasting
2. The conversion process does not involve in emission of green house gases
3. The power generation is at local level and does not involve in T & D losses
4. The systems are modular in nature

Employment opportunities

To promote these technologies, it is essential to build sufficient infrastructural facilities at all levels for testing, servicing installation and maintenance of the system.

The man-power requirement for these activities involve Engineers, Scientists, Skilled, Semi-skilled, and Helper. These technologies will immensely contribute for improving the quality of life in rural areas, employment opportunities and facilities in conservation of conventional energy sources i.e. electrical energy and fossil fuels like firewood, coal, kerosene, petroleum products. Contribution towards reduction in environment pollution is also significant.

Facilities available at SRTRI are useful for imparting training to youth from YES network countries, in solar energy technologies, for systems assembling, installation and servicing and also in food processing technologies with solar dryers.

Utilising solar energy, implementing biogas and improved smokeless wood burning stoves schemes will help in conservation of fossil fuels / conventional electrical energy

- Ø Employment /Self-employment opportunities
- Ø Environment protection

**PAMOJA TUPAMBANE NA UKIMWI (PATUU):  
Community based intervention on health and water sanitation**

*Richard John*

**DESCRIPTION OF THE PROGRAMME:** PATUU aiming at providing health education and health services to the people of Dodoma in order to improve health, and create effective community who can fight against communicable disease and poverty hence building a good and health society. The main goal of PATUU is to reach adult and children in Mpwapwa District, especially people in remote areas and providing right health education and information on HIV/AIDS & STI by lobbying and advocacy on HIV/AIDS, STI, Malaria and tuberculosis through theatre performance including poems, local dances, songs and video shows.

**ACHIEVEMENTS**

- 36,045 People were reached and sensitized best practice applied to prevent HIV/AIDS & STI transmission.
- 200 Influential people were identified and trained on prevention of HIV/STI transmission from Kibakwe, Massa, Mbuga and Mpwapwa town and trained as peer educator.
- 725 Household/families were visited in 12 villages during advocacy on reproductive health especially campaign against FGM.
- 26,000 Clean gloves and 4,050 sterile gloves supplied to TBA & TH
- 1,550 People within 4 wards of whom 820 were female adult and 730 male adults attended at sexual transmitted infection videocassette shows.
- 10 Primary school teachers of whom 4 were female and 6 male were trained on side effects and long consequence complications of female genital mutilation.
- 457 Patients with chronic illness including HIV/AIDS and tuberculosis were identified and received home based care services by receiving food supplement including rice, maize flour, cooking oil, beans, fish sugar. 152 people, 98 female and 54 Male received voluntary counseling and referred for HIV testing at Mpwapwa District Hospital CTC.
- 396 OVC received school stationeries including exercise books, pens and some received school uniforms.

**KEYS**

- PATUU – Pamoja Tujikinge na Ukimwi  
OVC – Orphans and Vulnerable Children  
PLHA – People Living with HIV/AIDS  
CBO – Community Based Organization  
FBO – Faith Based Organization  
STI – Sexual Transmitted Infections  
TBA – Traditional Birth Attendants  
TH – Traditional Healers  
FGM – Female Genital Mutilation  
CTC – Care and Treatment Clinic  
VTC – Voluntary Counseling & Testing



## **THE POTENTIALS OF THE INTERNET IN IMPROVING AGRICULTURAL PRODUCTION AND MARKETING SKILLS FOR SMALL –SCALE FARMERS IN DEVELOPING COUNTRIES: A case of the zambia rural initiative pilot project**

*Precious Hamukwala*

Small-scale farmers in Zambia face challenges of liberalization of the agricultural sector that resulted from global economic pressures in the early 1990s. The Liberalization of the Zambian economy in 1992 meant that the government would no longer set agricultural prices and would withdraw completely from the marketing of all the agricultural products except for maize. It also meant that it would withdraw subsidies and giving credit facilities to agricultural production. Along with liberalization came the declining of the public sector extension services, difficulties in marketing and market identification, impact of foreign produce on the local markets and mushrooming of bogus dealers. Although liberalization opened up regional and global markets, the unavailability of traditional markets to the local farmer required a major transition. Among other factors, timely and accurate information on marketing and alternative agricultural enterprises became a priority. Consequently, up-to-date information on agricultural production and market data has become increasingly important as a tool for farm management and agribusiness marketing. Today, globalization means that Zambian farmers must compete with farmers the world over for a share of the market. Despite the many opportunities that globalization offers through free trade, many Zambian farmers lack skills in knowledge or market access to take advantage of these new business opportunities. Consequently, global trade and investment are increasingly becoming dependent on timely flow of data.

Responding to these new challenges faced by the Zambian farmers, the United States Agency for International Development (USAID) and the United States Department of Agriculture/Foreign Agriculture Service (USDA/FAS) designed a pilot project-the “Zambia Rural Youth Initiative”-in partnership with the Zambia National Farmers Union. The premise of this two-phased four year project among others was that the Internet could play a major role in effective information exchange and transfer, critical for agricultural development and that the youth can be used as partners in creating and encouraging agribusiness entrepreneurship to farmers using the Internet as a decision making tool. The project which began in 1999 created and encouraged agribusiness entrepreneurship by teaching young Zambian agriculturalists in four districts of Zambia on how to effectively use the Internet in making production and marketing decisions. In this paper two research questions will be aligned with the project’s objectives, of which one will focus on how effective the youths and other stakeholders trained are using (used) the Internet for decision - making to enhance their production skills and successful alternative production methods. Secondly, the question of whether linking rural farmers to the internet provided a comparative advantage in the new global market will be examined. Information addressing these questions will be survey data collected from a sample of stakeholders who were trained under this project. Lessons will be drawn focusing on what worked and what did not work in taking the internet to the rural poor using the youth as partners in development.

## **CREATING MARKETS - unleashing entrepreneurship for youth On-farm and off-farm enterprises**

*Beatrice Mwaura*

Young people have got special attributes which should be harnessed for greater involvement in entrepreneurship development. Among other strengths, they are an age group that is energetic, have a high potential to learn (they have mouldable minds), and have explorative and creative minds.

On the other hand, the youth are a vulnerable population group in as much as they are easily captured in unwholesome social activities, in addition to their high unemployment status in a country like Kenya. They also do not have enough productive resources base especially at farm production level.



World over, there is a growing emphasis for a shift to a market oriented agricultural production with greater involvement, and, closer relationships of all actors in Agricultural Value Chain Development. At the same time, many customers now want products with certain product specifications. This creates a scenario of entrepreneurship orientation at every activity level of the entire value chain. New opportunities and activities are therefore being created at various stages right from production to consumption. Production for a specific market with particular production parameters is gaining popularity. Value addition of agricultural produce is gaining momentum at every level of the value chain, with emphasis on organizational capability for efficiency and voice from production to marketing.

In lieu of the above facts, the need for involvement of the youth in on-farm and off-farm enterprises is vital, if Kenya is to realize its policy on Strategy for Revitalization of Agriculture, get a bigger cake in the world market, and, sustainability of rapid agricultural growth from one generation to the next.

Policies and programmes for entrepreneurship development should focus on identification of possible entry points and new opportunities, for this unique youth population cadre in the value chain. The youth would be involved in bridging the gap between production and the market to ensure that more of the income gained remains within the community. At the same time, they are more easily able to form linkages with the youth in the urban areas.

Capacity building for chain empowerment is however necessary. The youth need to be empowered to participate in the new found niches, including agro-processing, market research information, organizational capacity and even contract farming for processing, retailing and wholesaling. Since formation of linkages is very important in an agricultural value chain development, key facilitators who will link the youth to various service providers will need to be engaged in such programmes. Emphasis should go to credit provision under special conditions on non-collateral basis.

## **THE BARRIERS TO BE CROSSED IN MAKING FARMING AN ATTRACTIVE ENTERPRISE FOR THE RURAL POOR IN NIGERIA - the case of poor men and women in imo state**

*Dr. Olufunso Adeola Olajide*

Farming remains an integral part of rural family life in Nigeria. Most poor families depend on farm income along side off-farm sources. It is classified as being subsistent though in reality it is in transition seeing that most farm-families depend on the market both for sales and purchase of food items and for farm input and labour resources. However, poor prices, decline in yield and the desire to break the poverty chain have contributed to the poor perception about farming and agriculture in general.

This study was carried out in Imo state, in the south eastern part of Nigeria. It is one of the highly populated areas. The focus was on the production, market access to resources and perception of households on location, and farming. A total sample of 57 households was obtained. Descriptive and comparative analysis of data collected from male and female headed households was carried out.

The results show that the linkage between the farm and household is still strong and off-farm activities are developed and carried out. The degree of market orientation, market channels, characteristics of selling and transportation are major factors in marketing, which also serve as limitations. Processing of crops which is a major source of independent income for women is limited by time allocation and quantity. These factors also limit the efficiency of the market system hence the attractiveness of farming to poor people as an enterprise. Poor infrastructural facilities, with respect to storage and processing create overlaps in sales, harvesting and



purchase periods. Products are sold almost immediately after harvest at low prices and purchased later at the time of need at a higher price. In the long run female headed household appear to be more limited because they earn lower income and have limited resources/assets. All these combined with poor perception of farming and a desire to change location make farming extremely unattractive.

In order to break this cycle and endure that food production increases, village infrastructure needs to be improved upon, market linkage activities processing could be made more efficient using technology that is scaled to meet women's needs. Access to consumption credit will facilitate delayed sales for better prices. Since perception are characteristics that influence reaction, adoption and the dividing line between success and failure, it is important to make agriculture education at schools more interesting, practice oriented (including internship opportunities) development oriented and presented as a profitable venture for the dignified.

Key words: Farming/Agriculture, Enterprise, Male/Female headed households

**ENHANCING THE PRODUCTIVE CAPACITY OF RURAL YOUTH IN AGRICULTURE, ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT TOWARDS EMPLOYMENT CREATION IN KENYA: Experiences from Kenya Rural Youth Livelihood Strategies Programme (KERYLIP) Pilot Project in Nyando District-Nyanza Province of Kenya**

*Odeny Odhiambo*

Youth can be defined in many contexts such as transitional, demographic, cultural, biological and social. In this context, the youth is defined within demographic and transitory paradigms. Transitional paradigm issues include marriageability, responsibility (social and economic), maturity and reproductivity. Youth unemployment has become a major challenge in the 21<sup>st</sup> Century. The Sub-Saharan Africa is one of the regions highly affected by youth unemployment. It is estimated to be more than 21% (ILO: 2003). According to ILO projection, Sub-Saharan Africa will witness substantial growth in additional labour force of 28 million - 30 million between 2003 and 2015.

While contending that the current economic growth in Sub-Saharan Africa countries will not cope with the growing number of unemployed youth in the region, alternative strategies need to be developed before situation gets out of control. In Kenya, youth unemployment is a serious development issue. It is estimated that 64% of unemployed persons in Kenya are youth. Interestingly only 1.5% of the unemployed youth have formal education beyond secondary school level and the remaining over 92% have no vocational or professional skills training and the majorities are found in the rural Kenya. Due to inadequate employment and livelihood opportunities in rural areas the tendency is that they migrate to urban centres to look for such opportunities.

Kenyan economy heavily depends on Agriculture (30% of GDP), which is basically rural-oriented sector. Surprisingly, Kenyan agriculture is still labour-intensive thus the out-migration of young and productive labour force from rural to urban centres has a direct negative impact on agricultural production hence job creation in other sectors which are directly or indirectly linked to the sector will be reduced. A strategy of rolling back rural –urban migration by creating opportunities for employment and access of livelihoods would have a positive spiral effect on Kenya economy.

It is against this background that Kenya Rural Youth Livelihood Strategies Programme (KERYLIP: 2004) was established by Kenya Youth Foundation to create employment and livelihood access for rural youth along the Agriculture, Environment and Natural Resources Value Chain by venturing into both on-farm and off-farm

enterprises/income generating activities. The programme is being piloted in Ahero- Nyando District of Nyanza Province of Kenya targeting to empower 200 youth to have access to sustainable livelihoods based on agriculture, environment and natural resources management by 2007.

This paper will therefore share the background of KERYLIP, employment & livelihood challenges facing rural youth in Nyando District, intervention strategies of KERYLIP, lessons learnt since the inception of KERYLIP and the recommendations & way forward.

## **EXAMINING THE CULTURAL OBSTACLES TO THE USE OF E-COMMERCE IN SMES OF IRAN**

*Hamideh Tabatabaie*

A detailed examination on man's innovation in the past years and centuries, we can conclude that e-commerce has had a unique and positive impact on the global economy specially for young people.

These models have provided great opportunities for millions of people around the world. Their specific interactions and their wide scope of potentials from one hand and rapid expansion of the infrastructure needed for web, have provided great advantages for many companies, individuals and the society as a whole .

The main objective of this research is to explore the cultural obstacles and problems existing before e-commerce in the national trade procedures and to find ways to improve and offer recommendations in this regard. The recommended method for the present research will be based upon the method and field study and it will be possible to implement this research according to the objectives.

The statement of hypotheses is:

- Insufficient awareness and general know how on SMEs related to the benefits of e-commerce are the major obstacles to applying e-commerce
- Organizational (cultural) readiness i.e. IT know- how at staff level and use of computers and the internet which affect the growth of e-commerce application

According to the studies conducted on small and medium sized enterprises in Tehran and in the field of computers, a number of 570 companies have been identified and have been selected as subjects of this research .The results of this research indicate that the cultural aspect of IT and the general "E"s such as e- government, e- -business, e-commerce, etc... have required more attention and certain measures should be undertaken to remove the cultural obstacles in order to allow "E" to enter into action . Cultural factors of this project known as general knowledge and organizational readiness within the statistical investigations indicated that the small and medium sized companies had low knowledge on the potentials of e-commerce and the organizational readiness was also on the average level and this is when the authorities of the country claim to have conducted certain activities for training and promotion of general knowledge regarding the advantages of the e-commerce .On the other hand, by viewing the test results of this research it can be said that the growth of general knowledge and know- how towards the potentials of e- commerce may be beneficial to the increase in the use of e-commerce. Efforts to remove the obstacles and problems related to training will be an effective step towards the application of e-commerce in the first stage and development of this type of commerce among small and medium sized companies will have equal effect in the next stage .



## **E-ENTREPRISE AND YOUTH EMPLOYMENT**

*Aboubakry Ly*

A youth company which wants to have success in its field must integrate Internet in its activities. Indeed, it is necessary to make known its products throughout the world, to seek partners, etc.

Nowadays, using internet for business become more and more important and revenues from e-enterprise are increased these last year. It is an opportunity to reduce cost for many enterprise.

Thus, it is important for the youth “entrepreneur” to initiate themselves with the conception of a business plan (first step) and to know how to put this plan of business in Internet (second step).

My communication will turn around the following points:

### **I/ Definition of a business plan**

- 1.1 contents of a plan of businesses
- 1.2 presentation of the enterprise/company
- 1.3 presentation of products,
- 1.4 definition of the market;
- 1.5 identification of the competitors

### **II/ Integration of the of the business plan in Internet**

- 2.1 choices of produce to put in Internet
- 2.2 management of the customers
- 2.3 management of the payments with internet

### **III/ Recommendation for the creation of a e-enterprise site**

- 3.1 choices of the name of domain (.net, .org, .com, .fr, etc)
- 3.2 lodging and accommodation for the site;
- 3.3 Referencing of the site (search engine/ motor)
- 3.4 management of the site;

### **IV/ Conclusions**

- opportunity to develop youth business
- opportunities to create youth employment
- etc.

## **DEVELOPING INTEREST ON AGRICULTURE AND ICT AMONG YOUNG PEOPLE THROUGH LIVELIHOOD PROGRAMMES**

*Adedeji Adegioriola A.*

### **Issues**

Food security, health and unemployment among the youth still remain the foremost issues facing the Africa continent. The bane of these challenges is the continuous impoverishment and poverty level facing the continent. Nearly all African countries have to spend much of their resources on food provision as well health leaving behind other sector that are viable for technological development.

*Statistics shows that young people ages 15-24 make up about 40% of the population of Nigeria and its imperative that young people are encouraged and empower towards productive ventures that are not only important to their personal development but contributing meaningful to national development. It is evident that a lot more is need in empowering and educating young people in income generating and productive work as well as HIV/AIDS prevention, sexual and reproductive health issues. Youth development is largely determined by social, cultural and economic factors. It would be noted that innovative schemes and ventures tailored towards youth employment or engagement in livelihood means will give young people the avenue to see themselves are worthy citizens.*

### **Description**

Today, Information Communication Technology (ICT) is the most innovative and utilized sector, the services includes telecommunication, website development to mention a few. The basic foundation of computing has benefits that can be derived from its education to usage. Computer appreciation and internet technology is providing youth with some of that desperately needed information and skills that can provide them with opportunities for development and meaningful program involvement.

Agriculture remains a source of food security and employment, though it still fancied as a “dirt occupation”, some of its branches are becoming more innovative and technology driven.

As a means bridging the gap between ITC and agriculture (agribusiness) that will in turn empower the youth on, also provide them will need information and skills on other areas of their development. A skill based project was initiated that accommodated ICT and Agriculture business potentials, where youth were trained on ICT related subjects, fish farming as an affordable agribusiness venture there by having young people engaged themselves in means of self development. The programme is being run within a small hamlet in Lagos, and about 30 youth have been reached. The next phase of the project is on advocacy for support of the scheme which is youth driven and managed.

### *Conclusion*

The programme is a viable sustainability measure in supporting its other related activities, as it’s offered to both young people and adults with the interest of getting their patronage and support in addressing youth development. However more funding is required to have project/programme models in other parts of Lagos state.

### **AKALA DESIGNS LTD**

*Becky Wachera*

### **Key question/aspect for the paper:**

*Four years since the recognition in such awards and since the inception of Information’s and Communications Technologies, what are the lessons that Ecosandals.com has learnt in this field of interest?*

### **Project Background**

The project was initiated by two young adults, both in their twenties and who believed that the world market could offer slum dwellers opportunities to lift themselves out of absolute material poverty. With an approximately \$2000 grant, the two started making sandals and attempted to market them in Nairobi and, where possibly, around the world.



## Looking forward - Successes and always room for improvement

*The Akala Project is now an eleven (11) year project. As we look back, we cannot claim we are where we hoped to be at this point, but we see our successes everyday. For a community such as Korogocho, the problems are large, and the situation dire. For the young adults that are the sandal makers, this has been a happy story.*

### Lessons

Starting a self-sustaining community business in one of the most materially destitute and violent neighbourhoods in Nairobi, Kenya with minimal initial funding has not always been easy. Our success hinges on our ability to look inward, rather than outward, in building a top notch Project. Though ICTs are the very cornerstone of the Project's success, ICTs are not all good all the time. For us, our formula to effective use of ICTs is structuring the Project offline so that going online will be of greater use. Three principals shape our success and serve as the basis for any advice: creativity, commitment and fun.

### Development Impacts

*The Project is not just about development for the people of Korogocho, though. The ICT nature of the Project turns the very calculus of development upside down. Korogocho residents operate in an online world where they produce and sell quality footwear, author a newsletter that is sent across the world, and correspond with and educate customers sitting in more developed nations. The consequence is sandal-makers leaving work each day as "the helpers" and customers abroad reading their email messages as "the helped". What our sandal-makers have begun to recognize is that globalization need not be just about the big multi-national corporation that dominates, educates and dictates to the little developing country. It also can be about the little multi-national corporation dictating terms of sale to customers in far more developed settings.*

## PEER SUPPORT MECHANISMS AS A MEANS OF ENGAGING YOUTH IN SUSTAINABLE ACTIVITIES AND HIV/AIDS PREVENTION.

*Olushola Olukayode Ajayi*

### Issues

HIV/AIDS and youth unemployment remains one of the major global developmental issues today. Worrisome is that the adolescent and young people constitute a majority in population vulnerable and affected by the pandemic and the issues of job security and emergence of conflicts. In Nigeria, young people still face a lot of challenges that predispose them to HIV infection starting from their naivety economic status, social recognition and often express youthful exuberance, there are many intervention programmes for youth, however disseminates one side information that may not be comprehensive or holistic in nature.

Peer support mechanism that allows for education on sexual health education, HIV/AIDS prevention and engaging youth on livelihood means among adolescents and youth. There are many peer programmes around the world with aim of providing comprehensive information that will hopefully lead to behaviour change and reduction in vulnerability among youth. In Lagos, Nigeria, peer support mechanism packaging varies an evidence of effective comprehensive programmes is one that has all stakeholders are actively & practically involved.

### Description

Information dissemination and capacity building to adolescents and young people on reproductive and sexual health (RSH) issues, HIV/AIDS prevention and livelihood skills still remains the strength and backbone of Youth action Rangers of Nigeria with well planned and strategize ideas which would reach the youth. Since its establishment, working and promoting the capacity and entrepreneurship skills of adolescent and young people

is actively involved with in-school and out-school peer support mechanism in Lagos State. Series of training workshops and skill building sessions have been conducted in empowering 30 teachers as youth friendly liaisons and over 400 students as peer educators with skills in vocational and entrepreneurship such as information technology, web solution and agriculture combining it with interactive activities such as game shows, dramas and parent/child forums.

Through these activities, 10 social clubs were established administered by the peer educators in the schools, also implementing mini activities in raising awareness and memberships for their clubs with over 69,000 students.

### **Lessons learned**

Through the peer education project, the students were able to show their skills and innovativeness in reaching their peers with activities that are youthful and appealing to their peers. A good number of them are being engaged as youth interns and are empowering themselves in income generating activities. Meeting with the school administrators, their trade unions and students help gave us a situation analysis of development issues of the schools and local community.

## **BUILDING THE COMPETENCE OF YOUTH ON SUSTAINABLE LIVELIHOOD SKILLS AND HIV/AIDS PREVENTION (WEALTH CREATION).**

*Okoro Onyebuchi Desmond*

**Issues:** One of the United Nations Millennium Developmental Goals (MDG) targets is that in cooperation with developing countries, develop and implement strategies for decent and productive work for youth, this feat is considered laudable and commendable but however a lot is needed for this to be achieved as its on record that youth are the most affected in terms of the poverty line as they lack means, expertise and skills to earn a decent living for themselves. Many families and societies lack the necessary and essential supports as government and public establishments in developing countries have little or inadequate facilities and services tailored towards the reproductive & sexual health (RSH), entrepreneurship, rights (economic, social), capacity building and vocational development of young people. Averagely youth in developing countries i.e. Nigeria are at a disadvantage compared to their peers in other societies and countries whom are recording remarkable successes in youth advancement and development that is contributing to their national and regional development.

**Description:** Recognizing the linkage between livelihood programmes, sexual health and social status, a leadership and skill acquisition programme was initiated that combines HIV/AIDS education, with Information technology IT that will impact the youth with information and skills on sexual health, computer literacy skills on software packages, Internet concepts, website solution development with the aim of building their knowledge and proficiency thus to serve as a means of livelihood and foster their economic prowess.

The programme initially commenced with out going secondary school students as a way of keeping them engaged in productive work, but later transcends to a larger population of out of school youth has so far reached 500 youth mainly out of school & academic institutions and was subsidized in order to develop their interest in SRH services offered by YARN. In addition they were offered other life skill courses e.g. leadership, gender and goal setting.

**Lessons Learned:** *The programme shows young people themselves could make an impact on the issues that affects them. More so demonstrating their ingenuity and resourcefulness to spread their initiatives that are income generating as well as fostering better equity, gender based approaches and advocacy for stronger economic stance for the youth. Not only are their peers in the communities gain from the programmes, the participants involved are empowered to transfer the skills they have acquired through the programme into other areas of their lives.*



**Recommendation:** Meeting the needs identified by youth can prove a successful approach in reaching them with innovative strategies on their sexual, economic and social well-being. With the establishment of the comprehensive skill building activities, YARN was able to assist young people by enhancing their knowledge & skill in SRH, HIV/AIDS prevention, self-efficacy and IT.

### **IMPACT OF AWARENESS CAMPAIGN ON HIV/AIDS BY ICHAP: A Case Study of Urs at Ajmer**

*Dr. Divya Singhal*

India Canada Collaborative HIV AIDS project (ICHAP) started in 2000-01. Under this programme “Sehat Sabki”, A district- wide comprehensive HIV Prevention, Care and Support Continuum project was launched in Ajmer, (Rajasthan).

The aim of ICHAP is to generate awareness on HIV/ AIDS and sensitize people on issues related to the epidemic The Urs, (largest Muslim Fair in India) commemorative celebration is held in the solemn memory of Khwaja Muin-uddin Chisti. The paper is a report, highlighted the special campaign of HIV/AIDS awareness during the fair for the first time. Understanding the religious connotation attached to the fair, all the activities conducted and designed are devoid of any offensive material.

The report describes the Strategies/ Activities of ICHAP. It also describes the background of the fair, implementation process which includes the exhibition, Street plays and Qwallis and how youth has contributed in the campaign. The report also talks about the feedback received from visitors. Generally, it was believed that it is utter waste to talk such issue in a religious gathering; however efforts of ICHAP made it possible which is appreciable.

The report concluded that programme has provided a better knowledge about HIV/AIDS. And it has led to the elimination of many blind beliefs.

**Keywords:** HIV/AIDS, ICHAP, Youth, Ajmer Urs

### **PASTORAL ACTIVITIES AND SERVICES FOR PEOPLE LIVING WITH HIV/AIDS (PASADA) IN THE ARCHDIOCESE OF DAR ES SALAAM**

*Charles Weja*

#### **Entrepreneurship Skills for Orphans and Youth**

PASADA orphans department has been struggling to support orphans and youths in creating sustainable livelihood after their parents die. We believe vocational training is a key component in our work to support orphans to get survival skills. Schooling only has not been an end and usually orphans cry for definite skills to rely on in future after they terminate service with PASADA. Currently the department has 400 orphans who have benefited from the department since its start in 2004.

The youths and orphans come from the parents who are registered from medical department and others come in the office seeking for support after being introduced by people who know PASADA. Then we discuss and assess the orphan or youth situation by visiting the family and talk to their caregivers for more details and planning. It is when we now register and do career counseling to identify which skills he/she is capable and willing to pursue. PASADA pays tuition and other required fees. PASADA works closely with Vocational Educational Training Authority (VETA) and other Higher Learning Institutions such as University of Dar es Salaam –(Computer Centre) Tanzania School of Journalism, St. Augustine University of Tanzania, Upendo

Vocational Training Centre, Red Cross, Don Bosco, Gilmans Institute and St. Raphael. The skills they get from these institutions include: catering, tailoring, motor vehicle mechanics, driving, masonry, journalism, photography, computer, decoration, teaching, saloon etc.

When they graduate they still do not have the confidence to organize and initiate their own making. We still do give them some entrepreneurship skills in a 5 days workshop where they come up with the sustainable business plan and later the program gives them start up capital of 300USD each to continue.

Many youths who passed through the program have turned to be productive members of the society, for instance one has established tailoring centre in Dar es Salaam, which have employed 6 youths, and provides tailoring skills to 30 youths in a year. Three quarter of the 400 are in self-employment and basically support not only their families but also have employed two or more of other fellow youths in the city. From the above analysis the average of 2000 youths are supported by the mentioned 300 youths who are beneficiaries of PASADA. The remaining 100 have been absorbed in formal employments. Most of orphans and youths we support are heading families so they usually support their fellow siblings and also manage to employ others and prevent them from early pregnancies and commercial sex and other criminal behaviors finally avoiding contracting HIV and AIDS.

We are exploring the role of local apprenticeships/garages/workshops where the youths who finish training can be accommodated in apprenticeships or future employment prospects.

## **AIDS BASED NEW RURAL MARKETS**

*Dr.D.Ilangovan*

Every year, more than six million people die either of AIDS, tuberculosis and malaria alone. Today there are no effective vaccine for these and many such diseases and the low income countries have average health budget expenses of \$17 to \$36 per person and only afford to spend pennies per dose on vaccines. This has resulted in heavily coming down on the exchequers on the one hand and low morale of pharmaceutical and biotechnology companies on the other due to very thin margin on developing such life-saving vaccines. In fact ten per cent of the world's health research and development is devoted to diseases that affect ninety per cent of the world's population.

### **AIDS Prevention Markets:**

This is a kind of marketing in which the preventive aspects/products related to AIDS could be taken to people at grass root level and sold at reasonable prices. In Haiti, there are many rural markets [commercial outlets] in which these products find a good offer from locals and it makes the sellers enjoy a sizeable margin for wholesales, distribution and retailing. Condom social marketing<sup>2</sup> is an area like treasure hunting which serves as preventing the incidence of AIDS in high-risk areas/situations. It can not only improve the level of understanding of prevention but also serves those unaware of the facts and fallacies of AIDS. This kind of marketing is successful in Cameroon, South Africa, Ethiopia, Rwanda, Tanzania and Nepal. The role of NGOs is appreciable in this and their care for AIDS infected persons.

### **Thrust Areas of the Paper:**

- Creation of low cost Awareness market, Prevention Market, Consultancy Market and Rehabilitation Market utilizing the existing commitment and potentials of AIDS infected and determined to serve the rest of the society

- Creation of Production [goods] Centres, Training [trainer] Centres and Treatment Centres owned and run by the kith and kin of AIDS infected ones to serve as feeder centres to such markets proposed.
- Govt. financing those Entrepreneurs for creation of above such market/centre
- Inviting international funding for provision of infrastructure to help assist such AIDS infected entrepreneurs/their kith and kin who can set role models.
- Budgetary constraints and investment cost for creation of new markets as well as centres proposed along with the Income-Expenditure statements to estimate the profit/loss position of the above markets and centres respectively.
- Subsidy commitments on the part of national or international agencies for creation of markets/centres
- Role of youth in making the centres/markets successful and purposeful.
- Role of NGOs in promotion and regulation of these markets/centres
- Role of WHO and similar international agencies in the sustainable functioning of the markets/centres.
- Role of Cooperatives in providing business skills of such markets/centres.

## **FACTORS INFLUENCING EFFECTIVE HIV MAINSTREAMING IN ADDIS ABABA EDUCATION SYSTEM**

*Nega Assefa*

### **Abstract**

**Background:** HIV/AIDS mainstreaming is the process of analyzing how HIV/AIDS impacts on sectors now and in to future, both internally and externally, to determine how sector should respond based on its comparative advantage. Though it is underpins the current approaches, to date research has not shown influencing factors on the process.

**Methods:** A qualitative study in the education sector was conducted in Addis Ababa from January to February 2006 to explore factors influencing effective HIV mainstreaming. The data collection employs in-depth interview and FGD using discussion guide; review of documents, annual plans and reports of the education bureau; and observation of schools. Data analysis was done manually and using open code computer software.

**Result:** The development of life skill manual and inculcation of HIV/AIDS into curriculum are some of the efforts against HIV/AIDS in education system. Lack of understanding on the concept of HIV mainstreaming, failure to develop and use resource at all level, poor involvement of stakeholders and inability to monitor the issue with in the system are factors that influences effective HIV mainstreaming.

**Conclusion:** In the education system though efforts against the HIV/AIDS epidemic exist, HIV mainstreaming is not achieved to the fullest owing to poor conceptualization and applicability of the process.

**Recommendation:** HAPCO should provide a clear guidance for effective HIV mainstreaming and then develop tracking mechanisms to recognize progress. Sector should take HIV/AIDS as a priority activity and ensure available of resources.

**Key word:** Mainstreaming, Education development

## **TITLE: ELIF YOUTH EMPLOYMENT CREATION 2006 INITIATIVE**

*Edwin Zulu*

### **Background/ introduction**

This paper presentation is a proposal to Launch the establishment of a youth creation project : ELIF Youth employment creation 2006 initiative , to be Launched during the Kenya YES Global Summit. This initiative is intended to promote Youth employment creation through Renewable energy, new technologies (ICTs4D) and Business development support services.

### **Objectives**

- To elaborate on the potential of renewable energy , ICT4D and Business development services to Youth employment creation
- To elaborate establish and Launch the Youth Employment creation initiative
- To use my life's experiences in Business and project development and management to contribute to Self , Youth and National and Global Employment creation and sustainable development.

### **The potential of renewable energy to youth employment creation**

The renewable energy sector has high a potential in youth employment creation through us many sub-sectors or activities that young people can be involved in as young renewable energy entrepreneurs and employees. Therefore these sub-sectors many include:

Biodiesed production with a potential to create up 300 direct and indirectly jobs out my 1000 ha of Jatropha cultivated, sober energy panels production / marketing, min hydros, Biomas/ Biogas to electricity/ gases, molasses to methane.

At the same , following the Kyoto proposal Zambia and an developing countries have an opportunity to tap in other new resources under the carbon Finance to carry out any of the above activities with at costs 50% support available through the world Bank – Group carbon Finance programme and other Bilateral Donors through carbon credits trading.

### **The potential of ict 4d to youth employment creation**

ICT4D has a lot of potential in youth employment it nicely applied and these may include promoting.

- Youth hardware / equipment repairs and maintenance services
- Youth software configuration and installation services
- Youth ICT4D/ IT skills training & support services
- Medical & Business Transcription services
- Software development
- Computer / Hardware assembly. e.t.c

## **YOUTH ENTREPRENEURS IN ORISSA, INDIA**

*Sachidananda Satapathy*

The present work focuses on the school-to-work transition of youth in Orissa, with the aim of identifying critical issues related to youth transition and nature of entrepreneurship existing in India. Above all, it explores the role and capacity of civil society organisations in supporting and supplementing the government sponsored employment generation programme in India for enabling a smooth youth transition into the world of work. As my research is based on a large scale survey on youth, I have looked at a number of different factors:

- their personal identification data,



- education and training,
- their perceptions and aspirations in terms of employment and
- their life goals and values,
- the job search process,
- the family's influence in the choice of occupation,
- barriers to and support for entry into the labour market,
- the preference for wage employment or self employment,
- working conditions, control over the resources,
- work, family, marriage and family responsibilities.

School to work transition is not simply leaving school and finding employment. It is much broader: it starts in education and ends much later when young people are already in employment - it is a process that takes many years. Some of my preliminary observations on this issue are as follows:

Majority of the youth are still single and living with their parents or other relatives.

This is not surprising given that the average age of marriage has been rising during recent years in the state and is now well above 30, especially in urban areas. It clearly indicates that how employment influence the marriage system to a great extent.

Most of the youth entrepreneurs for my pilot test are from villages. The youth that hail from villages migrated to follow their families or for educational reasons, but half of the participants agreed that job search is their motivation. There are three explanations for the migrations of these young people: (1) following their families in search of opportunities in different places, (2) moving to higher education located outside their home area, (3) looking for their own job and livelihood in another place.

## **POTENTIAL OF BIOTECHNOLOGY IN ECONOMIC DEVELOPMENT AND JOB CREATION FOR THE YOUTH**

*Chekai Khisa Eliud*

### **Potential of biotechnology**

Biotechnology has potential in the improvement of Agriculture, Health, Environmental conservation and Livestock improvement.

The author will illustrate how potential biotechnology can contribute towards development in the following areas:-

#### **1. In Health**

- **Detecting and Treating Hereditary Diseases**
- **Heart Disease:**
- **Cancer**
- **AIDS**
- **Vaccines**
- **Other diseases**

## 2. In Agriculture and Livestock improvement

- *Scientists are exploring the possibility of producing food crops that have desirable characteristics like high yields, increased protein or oil production, disease and pest resistance.*

## 3. Environment and Natural Resources

- *Aforestation and Reforestation*
- *Environmental Conservation*
- *Waste management*

## 4. Mining and Oil Production

## 5. Biomass Energy Production

## 6. Careers in Biotechnology

- *Careers in Research*
- *Careers in Producing Biotechnology Products*
- *Regulatory officials*
- *Public relations people*
- *Sales people*
- *Patent lawyers*
- *Biotechnology's Impact on Education*
- *In Law Enforcement*

## **RISING EMPLOYMENT OPPORTUNITIES FOR THE YOUTH IN CENTRAL ASIAN COUNTRIES THROUGH SKILLS DEVELOPMENT AND PROMOTION OF INTERACTION OF EDUCATION SYSTEM AND LABOR MARKET. (By the example of Uzbekistan)**

*Alisher Juraev*

In 1991, the collapse of the Soviet Union created five new independent countries in Central Asia - Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan - with a total population of 57 million people. And today, the Central Asian republics vary widely in terms of their geography, population size, natural resource endowments, human development etc. Notwithstanding this difference, they have common challenge – rising youth employment. The importance of this issue is confirmed once again in the workshop “**Youth employment in Caucasus and Central Asia countries**”, which was held during May 29 - June 2, 2006 in Kyrgyzstan and gathered representatives of Governments of CIS countries and employers’ organization, international experts, ILO members and others. In this paper the challenge of rising youth employment in the countries of Central Asia is mainly discussed by the example of Uzbekistan, which has over 26 million people, with 36% living in urban areas and 64% living in rural areas, and the population is comparatively very young. Growth of the population of employment age putting considerable pressure on the Uzbek labor market to create jobs for young workers entering the market for the first time. The share of the unemployed 16-18 years of age in the total number of officially unemployed is 13.4 percent, and number of the youth at the age of 18-30 who registered as looking for a job was 202.6 thousand in 2005. Relieving some of this pressure, however, is the rise in the obligatory number of years of secondary schooling from 9 to 12 years. This means that young workers should now enter the labor market when they are 18 years old instead of 16. Still, many young



workers from low-income families cannot afford to obtain higher education. Significant proportion is not officially registered as unemployed and has to work in the informal sector. Evidence from a range of countries shows that education clearly enhances opportunities for the youth in the labor market, as those with the best qualifications enjoy superior job prospects. But observations show that in a number of developing countries as well as in Uzbekistan and other Central Asian Countries, however, many highly educated young people remain unemployed. This phenomenon derives from two key factors. One is that there is an inappropriate matching of university degrees with demand occupations. The second factor is the overall lack of jobs in the formal economy. As most new job growth is in the informal sectors of the economy, there remain few opportunities for young graduates to find work that corresponds to their level of educational attainment. Many of these highly educated workers end up migrating to industrialized countries to improve their job prospects. Hence the paper discusses the issue of rising employment opportunities for the youth through skills development and promotion of interaction of education system and labor market. In the main part of the paper the current youth employment problems are explained through data analysis and showing intersection with education and training system in Uzbekistan. Explained the system of “Ustoz-Shogird” which is specific to Uzbekistan among Central Asian Countries. In the conclusion part several recommendations on skills development and promotion of interaction of education system and labor market are given.

## **THE YOUTH AS AN UNDERUTILISED RESOURCE IN KENYA: The case of Malindi - Kenya**

*Samson Ngengi Njuguna*

This paper comprises a practical report based on a youth project that is currently underway in Malindi-Kenya. The lessons learnt from this project epitomises the youth situation locally, nationally and regionally. It is designed to change the perceptions of both the public and private sector in Kenya towards the role of youth in national development. The population age bracket of 30 years and below constitutes about 75% of the Kenyan population (the youth). This segment forms the highest source of human resource. However, their status has been placed on the periphery and not accorded the due recognition. They have been excluded from designing and implementing programmes and policies that affect them and the whole country in general. Many youth with the will and the skill don't have a chance in the present job market.

Despite all the challenges that they face, young people are creative and always come up with innovative modes of survival thus the vibrancy seen in the informal sector i.e. upsurge of micro-enterprises and the information and communication technology world (ICT). This paper examines the immense potential that the youth possesses and how it can be easily utilised by paying attention to innovative youth initiatives that are being conducted by youth at the Malindi Youth Resource Centre. The youth here are developing initiatives that are supporting themselves and their fellow youth and still ensuring that the skills are disseminated to their fellow talented youth.

The concept behind the youth resource centre is amalgamation of diverse youth potential into a centralised context with a logical consequence of producing the best from the youth with minimal resources. This is because youth are vibrant, agile and their self-esteem is highest at this period in their lives. The key method here is to facilitate them to empower themselves! From findings in this project, it is apparent that youth have a scope to harness, develop and produce sustainable and marketable products and services that promote their lifestyles thus directly alleviating poverty.

We get to explore the benefits accruing from empowering the youth both morally and materially at individual, household and at enterprise levels as well as broader effects on the wider local and national economy.

Interestingly, the paper looks at specific coping mechanisms that the youth have adopted in order for them to survive the harsh conditions facing them. More interesting is the fact that the coping mechanisms can also be intrinsically exploited to produce some full time employment depending on willingness of both the formal and informal sector to adopt the same. This is followed by an analysis of the factors that affect the feasibility of coping mechanisms of the youth and opportunities that exist, which only wait to be harnessed.

In conclusion the paper offers some policy recommendations for supporting coping strategies of youth strategies at a point when all stakeholders are striving to save the youth from their plight.

## **AIESEC KENYA EMPOWERING AFRICA PROGRAMME YOUNG AFRICA ENTREPRENEURS PROJECT**

*Japhet Edward Miano Kariuki*

### **Introduction**

AIESEC has continued to contribute positively to the development of young people around the globe by providing opportunities for them to develop behaviours and attitudes that are attributed to *change agents*. These characteristics are:

- **Active learning,**
- **social responsibility**
- **cultural sensitivity**
- **Entrepreneurship**

AIESEC all over the world continuously offers a platform to students and recent graduates from 91+ AIESEC countries, 850 + universities and over 35,000 active members. AIESEC In Kenya a member of the African growth network for the last year has continued to support the philosophy and ideology of AIESEC through the Empowering Africa Programme .The continent identified HIV/AIDS and poverty as common issues across the region. The fourteen AIESEC In Africa countries created the Empowering Africa Programme which is project aimed to offer solutions for Africa, by Africa within Africa.

Under the Empowering Africa Project the African Young Entrepreneurs project was created to deal with unemployment and creation of enterprises to address this issue .Students across Africa participate in a three month exchange programme in any country of there choice .The project is run concurrently among all the countries and thus unifies the region .This project is run entirely by student members of AIESEC .The project is headed by a project manage whom is supported by a Board of Advisors comprising of well known entrepreneurs. The students in exchange, together with University students go through a two month entrepreneurship training. This training involves been plunged into real life cases of entrepreneurship and business creation and culminates in the end with a business plan competition where the top three businesses are funded by supporters.

This year's business plan competition was funded by a leading industrialist and entrepreneur Dr. Manu Chandaria. It attracted the involvement of numerous students and a lot of public support. The project is set to run bi-annually infinitely and we shall begin the Citigroup micro finance project this year in September to involve all the major universities in Kenya.



## **OPTIMIZING YOUTH EMPLOYMENT THROUGH FDI IN RETAIL IN INDIA**

*Prof Gan Bhukta*

The size of the Indian retail sector is projected to be doubled by 2008 growing at around 36% every year till 2008. Thus the overall size would be USD 300 Billion by 2008 from its present size of USD 150 billion according to a study conducted by Associated Chambers of Commerce & Industry of India. The size of the organized sector in retailing will witness at least three-fold growth to USD 3 Billion by end of 2008 from the present USD 1 Billion, says the study. According to the study, unorganized sector would continue to have it edge over organized retailing till the time Foreign Direct Investment is allowed in the sector.

The retail sector is the second largest source of employment and the job market is hugely receptive to this with more and more Business Schools focusing on the sector and large retailers setting up retailing academies. In addition to this it is the experts' opinion that experience of the foreign players will certainly benefit India though India is altogether a different market. More importantly, the latest pool for retail sector is somewhat trained and industry ready. All they need is a little tweaking as per industry experts. Apart from graduates from Business schools to handle management posts, the retail sector would offer excellent job opportunities to youths with 10+2 pass category that boasts of lot more talent than what the BPO needs, namely graduates. Moreover hiring from rural and tier 3 towns is not an issue for retail as familiarity with local area is an advantage.

More importantly FDI in retail in India would help generating millions of jobs for the teeming jobless numbers in India. A conservative estimate puts the number of direct jobs at one million in three years. More importantly revitalized retailing necessitating a never ending supply chain of goods and services will infuse new life into the manufacturing sector, especially agriculture, food processing, small and medium enterprises and handicrafts creating avenues of indirect employment for many more millions.

At the macro level, FDI in retail will enable Indian economy to integrate with the global economy. It will help to overcome both the lack of experience in organized retailing as well as lack of trained manpower. FDI in retail would reduce cost of intermediation and entail setting up of integrated supply chains that would minimize wastage, give producers a better price and benefit both producers and consumers. From the stand point of consumers, organized retailing would help reduce the problem of adulteration, short weighing and substandard goods.

In conclusion, FDI in retail sector would certainly enable to optimize youth employment in India. For those fearing the effects of FDI in retail in India, the examples of Thailand and China should give comfort. Entry of foreign players in Thailand and China gave a big boost to retail and the exports in both countries got a shot in the arm. Notwithstanding the mounting pressure from left wing parties, the present Indian government has decided to allow FDI in retail outlets meant exclusively for single brands which means that multinationals can invest upto 51% in joint ventures for marketing their premier brands.

However, the policy certainly needs a relook and should evaluate measures for further liberalization to invite FDI in this sector to optimize youth employment opportunities.

## **OPTIMIZING YOUTH EMPLOYMENT IN INFRASTRUCTURE INVESTMENTS**

*David Woollcombe*

David Woollcombe coined the term, Youth-led Development (YLD), following the 1<sup>st</sup> World Youth Congress in Hawaii in 1999 to describe all kinds of social and commercial development projects designed and implemented by young people under 25. In this paper, he introduces the background to, and logic of, YLD

then argues strongly for all governments and ODA agencies to put YLD at the heart of their development policies through creating an ‘enabling environment’ for young people to do community improvement projects and develop Youth-led Business Start-Ups (YLBSUs). He argues further that it is the moment to ‘go to scale’ with investments in YLD – describing efforts to develop Nationwide YLD programmes in Kenya and Sierra Leone, and calling on the YES Network to endorse the World Youth Congress call for 0.7% of all ODA to be invested in youth-led initiatives to create jobs and end poverty.

### Key Words:

- Youth-led Development: all kinds of social and commercial development projects designed and implemented by young people under 25
- Enabling environment: the training, the mentorship, the protection, the infrastructure and the consistent funding streams crucial to the success of YLD.
- The Demographic Imperative: 60-70% of Least-Developed Country(LDC) populations are under 25;
- Infrastructure Investments: Nationwide structures to promote job creation and YLD.
- Job Creation: Chiefly, Youth-led Business Start-ups(YLBSUs) but also youth-led public works and social enterprises;
- ODA – Overseas Development Assistance: The generic name given to grant aid delivered by industrialized countries to so-called ‘developing countries’.
- Skills and Vocational Training: An area where peer-to-peer education has proven most effective – and where young people *want* to make a contribution;
- Promoting Micro enterprises: Entry level job creation;
- Business Development Services: Business incubators – a vital infrastructure investment (eg. The Hub in the UK)
- Mentoring: The difference between success and failure in YLD.
- Entrepreneurship curriculum: What should be the core of every curriculum at Primary, through secondary to Tertiary educational establishments – but which sadly is not.
- Service Learning: The *best* way to teach entrepreneurship – learning by doing: experiential education. It has been proved to be double or triple the information retention ratio when compared to cognitive ‘classroom learning’.
- YBI – Youth Business International: the international arm of the UK-based “Prince’s Trust” through which 500,000 young people have been started up in small businesses. YBI works in 39 countries and has started some 13.000 in business.
- Budget Support: a mechanism for the delivery of ODA directly to developing country government’s treasury to use as they wish. Much simpler for ODA agencies to deliver.

### EMPLOYMENT CREATION THROUGH THE USE OF LABOUR-INTENSIVE METHODS IN SOUTH AFRICA: Experiences and Problems.

*Wellington Didibhuku. Thwala*

History has shown that labour-based methods of work have long been used in creating remarkable infrastructure works. Labour-intensive programmes generate more direct and indirect local employment opportunities and income by using locally available inputs (materials, simple tools and local labour) and thus creating a greater demand for local products and services than do high-technology programmes reliant on imported technology and equipment. Investment in infrastructure has a huge potential to redress the high unemployment and poverty levels in South Africa and also to correct the skill deficits among the youth. From a theoretical perspective supported by experience elsewhere in Africa, there are reasons for considering that properly formulated employment creation programmes based on the use of labour-intensive methods could be established to construct and maintain the required physical infrastructure, thus creating employment, skills and institutional



capacities. The paper looks at the experiences, problems and outlines the potential contribution of employment creation programmes in alleviating the unemployment problem in other African countries through the construction of public infrastructure through the use of labour-intensive methods. The paper then describes the problems and experiences that have been encountered in South Africa in relation to employment creation through the construction of public infrastructure. The paper closes with some recommendations for the future on how the youth can partake effectively in labour-intensive programmes .

## **YOUTH LIVELIHOODS IN CONFLICT AND CRISIS**

*Lili Stern*

The right to “decent work” has been recognized by the International Labor Organization (ILO) as a fundamental principle and right of all people. Moreover, governments around the world have committed to achieving the Millennium Development Goals, which include the promotion of youth employment. However, youth living in emergency settings and chronic crises are often excluded from consideration of these rights, as emergency programming has sought primarily to save lives and restore basic service delivery in the affected communities. Yet we know that even in post-conflict environments when infrastructure has been rebuilt and service delivery has been revived, in 45% of countries, conflict resurfaces within 4 to 5 years. This has given the international community reason to reflect on the type and manner of support communities most need to recover from crisis and prevent further outbreaks of conflict by attacking the root causes of instability.

In recent years there has been increased attention to the demographic pressures contributing to conflict. With 35 percent of the population in the developing world under the age of 15, and more than half the population in most African and Middle Eastern nations aged 18 and under, the international community is beginning to see that if it does not address the special needs of youth - especially during times of crisis - its own future and stability may be at risk.

There are a number of reasons why it is essential to target youth in times of crisis. The period of youth is a critical phase in human development when patterns of interpersonal, social, and civic behavior are shaped and solidified; however youth in crisis-affected contexts are often considered expendable commodities and can be easily manipulated to become involved with commercial sex work, armed forces, criminal gangs, smuggling, drug activity, and other illegal and exploitative enterprises. As a result, failing to target youth in times of crisis may only exacerbate a community’s distress, prolong the conflict and compound the scale of its impact. While youth can serve to foment tension and conflict, youth can also be a tremendous demographic gift that can help ensure the future development and security of the community. Countries must choose to invest wisely in order to reap the productive promise of their youth, or risk the destructive domination that disaffected youth can wreak.

The International Rescue Committee (IRC) is committed to addressing the livelihoods needs of youth from the acute emergency phase through post-conflict and recovery and is actively involved in developing, implementing and refining innovative, targeted livelihoods programs for youth in crisis settings. Presently, IRC is implementing such programs in Afghanistan, Northern Uganda, Indonesia, Liberia and Sudan, among others. IRC is also working jointly with the Women’s Commission for Refugee Women and Children to document promising practices in youth livelihoods programming in crisis settings and to promote their replication and dissemination on a wide scale. This paper will highlight some of the most promising practices to assist field-based practitioners in designing and implementing appropriate, comprehensive livelihood strategies that target real needs and build on the existing skills and assets of the crisis-affected communities.

## NEED FOR SKILLS AND VOCATIONAL TRAINING

*Dr. Martina*

The major focus of vocational training programs is to teach people the skills necessary to accomplish job tasks. 55% of Indians are below 30 years of age and 70% of Indians are below 35 years of age. India needs primary and secondary education and vocational training. While India needs IITs, IIMs and medical colleges, the real requirement is for primary education, secondary education and vocational training. India's population needs basic educational facilities while at least 90% need to get into some sort of vocational training after high school. Everyone cannot become an engineer, doctor, accountant or lawyer. In a country like Germany the Universities are empty! In fact they are free for any one to join; (even foreigners are welcome) because very few students want to study there. University education does not necessarily prepare the youth for life; also, there is no guarantee of a job after a university degree. It is for this reason that 80% to 90% of the youth, after Standard 10, opt for vocational training where they work part time [at minimum wages], as apprentices, with industry and trade for two to four years and study simultaneously in a Vocational Training Institute, for learning the theory and acquiring the relevant knowledge. This way, the business and trade get low cost manpower for two to four years, while the youth are learning a new trade, both on-the-job as well as theory in the Vocational Training Institute. This combination produces youth with world-class skills. There are 2500 trade options in Germany. These vocations cover the manufacturing and service sectors.

If India could impart vocational training in this manner, it would benefit all and have the following advantages:

- Preparing the youth for a vocation of their choice.
- Building up a formidable workforce of international quality, which would have demand not only in India but in all countries.
- For example, TV, electrical appliance repair and service, automobile repair and service, foreign language skills such as German, Japanese, Korean, Mandarin, Spanish, French etc., medical and health services, nursing, and any others. India needs millions of trained people in the area of services for agriculture, floriculture, horticulture, sericulture, fisheries, healthcare, tourism and hundreds of skills for the manufacturing sector. It does not have world class vocational training infrastructure, even after 53 years of India's Independence.
- Reduce unemployment by supplying world class skilled people required by the nation and for rest of the world.
- Reduce costs and improve productivity of services and manufacture by providing skilled manpower. Run the country with a higher efficiency, lesser wastage and lower cost of operation.

To improve the productivity of industry, trade and services as well as to make India more competitive, this matter of vocational training would have to be taken up with all the State Authorities, the Ministry of HRD and Education in New Delhi, and all the Chambers of Commerce in India as well as the all-India associations such as CII, FICCI and ASSOCHAM.

## ENGAGING YOUTH IN SERVICE: Toward an Alternative Large-Scale Youth Employment Strategy

*Charlotte McDowell*

This paper considers the range of youth employment intervention strategies aimed at developing work skills and strengthening youth employability. It presents youth service programs as an innovative and complementary alternative to existing strategies, arguing that, when designed properly and with appropriate consideration of country context, youth service is a highly adaptable means of addressing many of the concerns and obstacles facing countries along the development spectrum.



Drawing from countries' overall experiences using the variety of job/skills training programs and vocation-focused education models available, the paper presents ways in which youth service programs designed to strengthen youth employability can overcome obstacles that are more difficult to address with existing strategies, such as dependency of program effectiveness on a strong economy, the feasibility of aiming for long-term or gradual impact goals, and the implementation of program activities in sectors where youth are most likely to seek long-term employment opportunities.

The paper then reviews the forms in which youth service has been used as an employment strategy, the experiences that countries have had in scaling up youth service initiatives, and the potential uses of youth service for growth and employment in sectors such as healthcare, the environment, peace-building, and information and communications technology.

A discussion of the strengths of youth service as a youth employment intervention policy looks to the involvement of unemployed and often out-of-school youth in skills-building and community-valued projects that not only build participants' human capital, but also enhance their employability in quality positions upon completion of their service. The weight of these strengths is considered in light of both the shortage of formal assessments of youth service programs as well as the potential challenges to their effectiveness, including variation in socio-political and economic context, scaling up in different economic and developmental contexts, and engaging multiple stakeholders from the private, public, and international sectors.

The paper concludes with recommendations on how to invest in effective youth service programs and policies as a way to generate skills and enhance employability, and on the need to further evaluate the replicability of such programs at the national level.

### **MEDITERRANEAN YOUTH CLUB FOR TECHNOLOGY & COOPERATION: An innovative model for integrating vocational training with intercultural understanding The Peres Center for Peace and The Glocal Forum**

*Nell Derrick*

Combining technology, education and peace is the key to youth empowerment, diminishing social, economic and cultural gaps within and between societies. Particularly in the tense Mediterranean region, it is not only crucial to address issues of under- and unemployment among the large youth populations but to include in these initiatives an element of inter-national and -cultural understanding to progress toward peaceful coexistence. Within this context, *The Peres Center for Peace* and *The Glocal Forum*, together with *Cisco Systems*, are establishing the **Mediterranean Youth Club for Technology & Cooperation** to engage Mediterranean youth through technology and education. Participating nations include: Egypt, Palestinian Authority, Israel, Jordan, Morocco, Turkey, Spain and Malta, and the program is designed to expand to all 22 Mediterranean states.

The initiative seeks to empower and inspire a network of technologically savvy and socially responsible future leaders, capable of and committed to promoting economic development and dedicated to peaceful coexistence in their region. This Mediterranean Youth Club will accomplish these objectives through training in technical skills and activities:

- (1) Local Youth Group: 100 youth from under-privileged communities in each country will be recruited by local NGOs and internationally engaged youth to participate in two types of Cisco-established activity:
  - a. A *Technical Educational Program* will provide vocational skills, helping to bridge the digital divide, narrow social gaps within and between communities, and equip youth for productive employment with a relevant diploma.

*b. Social & Recreational Activities* will encourage leadership skills, self-confidence and commitment to local communities as well as activating regional identity and solidarity.

(2) *Virtual Youth Activities*: Youth will engage in virtual activities during which they will communicate with their peers in the other countries via the internet and other multi-media technologies. Activities will be designed by the Peres Center for Peace and will relate to multiculturalism and peaceful coexistence.

(3) *Network of Leaders*: The recruitment of leaders/instructors to implement this project will have two phases:  
*a. Phase I*: A strong core of local instructors recruited by local partners will be the human infrastructure of the program. These instructors will undergo virtual and face-to-face training to foster connections among them and learn to facilitate youth activities.

*b. Phase II*: Exceptional program participants will be selected as future instructors in each nation to enhance the long-term sustainability of the program.

By engaging qualified local organizations and individuals, including Glocal Youth Parliament delegates as youth consultants, the project will be locally relevant and sustainable. Its attention to peace and understanding make it a particularly innovative education for employment project. This dual purpose represents great added value – increasing possibilities for professional networking and entrepreneurial ventures as well as offering a legitimate pretext for cooperation and communication among youth who otherwise are often not inclined or even unwilling to connect with peers in the region.

## **YOUTH BUSINESS GUIDANCE CENTER – ybgc programme**

*Joel BAYUBASIRE*

### **DESCRIPTION OF THE PROGRAMME**

Youth Business Guidance Center is dedicated to deal with the rehabilitation of 1600 vulnerable young women and men aged 15 - 35 from low – income, poorest and homeless families (both rural and urban) from the Eastern province of South – Kivu (DR Congo) into productive life by the end of the year 2018.

Our programme clusters under three main components – **Training, Incubation and Network**. These efforts include the provision of training skills to business development (i.e. we offer a ten month comprehensive Business Development Services Track which focuses on developing market systems and facilitating commercially viable business services that assist the marginalized Micro and Small Enterprises) and the covering of the young entrepreneurs' roughly \$ 300 - \$ 2000 start up capital, under the form of micro loans, in order to help them obtain necessary inputs to create decent and productive self – employment in three (of the Five) Emerging Employment Sectors for Youth: (1) On-Farm and Off-Farm Enterprises, (2) Information and Communication Technologies, and (3) HIV/AIDS. In addition, we give participants counseling and accompaniment services in a variety of management, financial, commercial, marketing and administrative areas. And thus, we create a conducive environment and provide a forum through which young practitioners in the Micro and Small Enterprise sector develop strategic networks, share ideas, experiences and best practices and strengthen communication.

This is a unique innovative opportunity for learning, in DR Congo, that offers youth entrepreneurship practitioners in the field important resources connected to life skills, personal development, leadership, social and economical participation into the community development as well.

Each three months, we host plenary sessions that combine the learning from each of the courses and tracks and introduce broader topics of importance to the development field. Plenary sessions are designed to challenge



assumptions and evoke lively debate and push what we know and feel about the best practices of the Micro and Small Enterprises development field. Local languages are better for this practice.

Shortly, we focus on how to access to resources which are not easily accessible in the country.

## **MODERN TECHNOLOGIES FOR MASSIVE VOCATIONAL TRAINING FOR EMPOWERING RURAL YOUTH FOR SUSTAINABLE LIVELIHOOD - a success story of SRTRI**

*Prof. M.N. Reddy*

Swamy Ramananda Tirtha Rural Institute (SRTRI) was established by Ministry of Rural Development, Government of India in 1995, with the primary objective of accomplishing the Gandhian Concept of “Grama Swarajya”.. The Institute is located near Bhoodhan Pochampally, 40 Km away from Hyderabad, India, in commemoration of “ Bhoodhan Movement” (donation of agricultural land to poor by landlords), launched by Sri Vino Bha Bhave, a great disciple of Mahatma Gandhi in 1953. Thus, the location of the Institute assumes historic significance and is named after a ‘saint-politician’ Sri Swamy Ramananda Tirtha, who led freedom movement.

The SRTRI has started Skill and Vocational Training Programmes for unemployed rural youth in 2000, at its 100-acres Campus by adopting modern technologies in demand driven trades, which can generate income for sustainable livelihood. In the year 2003, the concept of starting Extension Training Centres in rural areas was initiated with the objective of taking the training programmes to the door-steps of rural unemployed youth, who could not pursue higher or professional education. On account of tremendous response, the Institute has established 70-Extension Training Centres (on going) in rural areas.

Out of 30% youth of 16-35 age group, about 10% of them are unemployed. It is estimated that in Andhra Pradesh, India, about 7.5 lakhs uneducated youth are unemployed out of 8.0 Crore total population of the state. Hence, the Institute has taken up the task of skill development by Vocational Training and trained about 17,000 candidates as on to-day. The training components include a) Rural Engineering, b) Information Technology, c) Garment Manufacturing and Value Addition, d) Food Processing, e) Entrepreneurship Development Programme and f) Health, Hygiene, HIV, etc.

The skill and vocational training assume significance in harnessing the talent of rural youth, who are likely to be frustrated and attracted by unlawful activities and join anti-social/extremist/fractional political groups creating disturbance to social harmony and peace in rural areas. Since past few years, it has been our practical experience that the candidates trained by our Institute have successfully joined gainful employment or started their own enterprise. Some of them have entered into international market.

Considering the magnitude of the problem of youth unemployment, author paper wishes to emphasis the need for expanding the avenues for skill and vocational training to unemployed youth with necessary linkages to harness the ability, creativity and talent by transforming their inexhaustible energy into productivity; which can generate income for sustainable livelihood. The future projections on the dimension of youth unemployment problem is highly alarming and may pose serious threat to the security of the Society at large. Hence, the Youth Employment Summit, YES KENYA-2006 may focus on creating large scale avenues by establishing Skill and Vocational Training Centres “for establishing ever lasting peace and prosperity” in third world countries.

## **SKILLS FOR WORK IN THE FUTURE: A youth perspective**

*Bremley W. B. Lyngdoh*

As a research scholar in Sustainable Development studies at the London School of Economics and Political Science<sup>1</sup> and as a representative of the Youth Employment Summit (YES) Campaign<sup>2</sup> and the Global Youth Action Network<sup>3</sup> (GYAN), it is a great honour to address this Seoul + 5 UNESCO International Technical Experts' meeting on Learning for Work, Citizenship and Sustainability. I want to take this opportunity in saluting UNESCO for organizing this meeting and for the important role it played as task manager for Education since the Earth Summit in Rio back in 1992. On behalf of the YES Campaign and GYAN, I would also like to extend my full support to UNESCO as it leads the United Nations Decade on Education for Sustainable Development<sup>4</sup> which is to commence in March 2005.

The point of my presentation is to try and set the tone for the next few days of the meeting in terms of the important 'Voice of Youth'. As the youth speaker I hope to help all the participants to be mindful of the youth demographic throughout the meeting, in the ideas and policies that will be carried forward into the declaration and other meeting outcomes. The focus of my presentation will be on 'Skills for Work in the Future: A Youth Perspective' and it will combine many different elements such as: Sustainable Development (3 pillars -economic, environmental, social); the role of Technical and Vocational Education and Training (TVET); how the role of youth plays out in all of this;

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how does it affect them in particular; what do their specific roles need to be. I will try to draw the connections between skills development for employability and the changing nature of work using success stories from some of the 70 YES Country Networks.

## **CHALLENGES AND FUTURE TRENDS IN MICRO FINANCE – Case in India**

*Nirja Mattoo*

It's the chance the poor never had, micro finance provides credit and savings to the self-employed, to enable them to start-up or expand small income generating activities. Although micro finance offers a promising institutional structure to provide access to credit to the poor, the scale and problems need to be resolved so that it can reach the vast majority of potential customers.

### **Models of Micro Finance.**

Micro finance has emerged as a viable alternative to reach the unreached for their social and economic empowerment through financial intermediation.

Self Help Promoting Institution (SHPIs)

Ngo's/Govt

SHGS

Microfinance services are generally routed through conduit of self help groups (SHGs) as they have made a rapid strides in India.

### **Problems**

- Reluctance on the part of professionals to join the micro-credit industry owing to its being non-lucrative.
- Higher cost of credit because of which most of the micro-credit programs fail or cause the same burden to the loan receiver. This is because of the inability of the SHG's to become a profitable organization. If they are able to generate profits by getting involved in other ancillary activities the cost of the credit at the individual end can be significantly brought down. This will also encourage MFI's and banks to approve higher loan amounts.



- Tendency of private and public sector banks to seek safety of credit hence new and unknown MFI's are unable to come up without the blessing of the bank. This actually discourages a MFI to seek loan from any bank ready to give at the lowest rate.

### Challenges

- Legal acts are a spanner in works and new legislation will take a long time to become an act.
- The micro-credit industry is still in a nascent stage and rapid growth is required for it to become sustainable.
- Challenges involved in use of cost effective technology in managing, the supply chain of micro-credit, effective dissemination of information and supplying tools for vocation education.
- Challenge of overcoming the initial stigma attached to availing loans and breaking the long established link with the local money lender and chit funds.

## YOUTH ECONOMIC INSECURITY: Learning to cope through business development services

*Bani Orwa*

Economic insecurity among the youths of the world has led to the phenomenal growth of the informal economy during the past three decades. Slow economic growth, rapid increase in the number of youths graduating from educational institutions and inability of both private and public sectors to accommodate them. This has posed a major challenge for world economies to develop skills and knowledge of youths as away of promoting decent work in both formal and informal economy.

Developed economies owe their success to creation of business environments where youths engaged in medium and large enterprises gain competitive advantage through outsourcing of specialist skills, process, access to new networks and advice to minimize recurrent overheads. In this regard, stimulation of youth entrepreneurship to provide economic security requires extensive development of Business Development Services (BDS). In this paper, relationship between Business Development Services (BDS) and youth economic insecurity is addressed by analyzing the following questions:

What are the characteristics of BDS for small and medium enterprises in Africa?

- Is the persistent youth unemployment a failure of education system or lack of BDS?
- To what extent can youths engaged in small and medium enterprises access BDS?
- How can BDS be enhanced and sustained to provide youths with economic security?

Economic insecurity is a broader question; however, Governments must promote growth in productivity among the youth for enhanced standards of living because, provision of commercial BDS to micro and small enterprises will reduce persistent youth unemployment as benefits of growth will be widely shared.

Key words: Business Development Services, Youth unemployment, Economic insecurity  
Small and Medium Enterprises, Entrepreneurship

## THE MICRO ENTERPRISE AND MENTORING INITIATIVE; A case of an investment company in kenya

*Kaguchia G.John, Mwaura Isaac, Martin Mbau, Paul  
Mugambi, MaryAnn Njambi and Margaret Gachina*

The ability to mobilize and pull resources together for investment is a popular practice world over today. In real sense most people are now turning to business enterprise for the economic empowerment. In essence,

the Kenyan youth should also focus on grouping together with the aim of pulling resources together for this purpose.

This paper is based on promoting Micro-Enterprises and mentoring. It is not academically researched but rather out of experience. Hence it guarantees its practicability in the Kenyan situation. This paper highlights a model that shows a practical formula of youth economic empowerment.

In this model, a number of young people –preferably between 10-20 comes together to form an investment company. In our case the composition of this group is as follows; 3 youth with disability, 6 ladies, other 5 gentlemen. All these individuals have a great entrepreneurial orientation. This model as illustrated incorporates a broad category of young people and it is also multi-ethnic in composition.

This investments company is registered with the registrar of companies. It is given a name. An investment policy has been drawn a business plan and strategic plan.

All the members of this company are the directors and they contribute some investment capital of about 10,000 each depending on the ability of each. Each director saves an amount of money with the company each month.

The money contributed is then invested in a number of activities, one of them being stocks. The main objective is to set up a number of service businesses like cyber café, computer training college and others depending on the availability of fund. Main sources of funds are the members' contribution, savings, profits, interests, capital gain and loans from Micro finance organization.

Mentoring is also seen as a very important aspect in promotion of youth economic empowerment. Hence we have adopted a strong group of successful business people, investors and leaders in the country, as mentors or quasi directors. Examples are chairman of Kenya Investment Authority, Executive Director of Kenya Insurers, A Manager in Equity Bank, An owner of a big Auditing Firm.

The biggest challenge facing this model of business is lack of enough capital and collateral to acquire loans. The strengths that we possess are, a highly committed personnel, able leadership, professional skills especially in business and a pool of expertise and experience. In conclusion, this kind of a model if adopted by many youths and well managed, it can of course stir up a lot of businesses all over the country and the youths can earn a living out of this investment especially when they choose the proper business ventures

## **EMPOWERING WOMEN THROUGH MICRO - Enterprise scaling up**

*Wamuyu Gikonyo and Jariah Masud*

Economic development in developing countries has aimed at eradication of poverty in the various factions of society. It is universally believed that raising the living standard of women raises the standard of their family in return. As such, increased access to and control of resources empowers women leading to the enhancement of family's well-being.

This paper seeks to address two objectives. First is to provide an overview of issues pertaining to enhancing women's economic participation in entrepreneurship. Secondly is to share a framework of micro-enterprise scaling up as one of the empowerment programs. The research utilizes a series of data collected among women under farm- family development program under Ministry of Agriculture, Malaysia.



The issues of focus in this research are marketing (promotion), process, skills and pricing as components of enterprising that enhance women's economic development. Hence, micro- enterprise scaling up will ensure sustainability and viability of economic activities. Since the research utilizes a series of data collected over a long period of time where the same women are followed over some time period since 1995; this research will then propose a framework for scaling up.

Women just like men have been involved in economic activities since early years. Their involvement has been in addition to their participation in the domestic sector. However, their economic activities have focused primarily on meeting basic needs, yet lack of resources and control of resources has been common. Their contribution in micro- entrepreneurship has been equally unpaid, unrecognized and undervalued. By Scaling up, women's role in the economy will be enhanced.

## **FRANCHISING AND ITS ROLE IN DEVELOPING SMES**

*Marisa D. Pingkan R; Bambang N. Rachmadi*

Small Medium Enterprises (SME) have an important role in absorbing work force especially in developing countries and have certain advantages as a contributor in a country's economic growth. First, although it could only absorb a very small portion of the work force, SME usually don't need a sophisticate technology and could hire workers with low skills/low educated. SME usually leverage simple procedures that is easy to learn by low educated person. Secondly, through its entrepreneurial capability and by the force of competition, learning process occur within SME which in turn could develop the capability of its employee. This could drive the company to innovate its process or product. The development of SME in an area will drive the economic competition in the area and this, hopefully will force the economic growth on the area. The last advantage is, unlike big factories, SME spread through the country, the development of SMEs in an area may absorb the work force within and reduce the social problem facing by developing countries caused by urbanization. Unfortunately, the development of SME usually being restricted by its capital, they are facing the difficulty to get bank loan due to certain aspects such us low collateral, new in the business and has no proven track record.

Franchising could have an important role in developing SMEs as it develop a partnership between big company or develop enterprise and SME who hold the operational rights of the big company. A franchisor as the owner has certain commitment to transfer certain procedures (known as business format franchising BFF), skills and capability to the SME, to make sure that it will provide products/services at the same quality within its networked business providing low learning cost for the SME to begin a new business. The interaction between BFF and employees will enhance its skills and interaction between SME and its environment will drive the company to adapt to its environment, this has become the learning process within and enhancing its knowledge resources, therefore, increasing its employees skills and at the end enhancing the quality of the work force.

Keyword: franchise, entrepreneurial orientation, knowledge-based resources, small medium enterprise.

## **YOUTH ENTREPRENEURSHIP INITIATIVE – YEI program**

*Anna Lyimo*

YEI program was officially launched as an entrepreneurship education program targeting secondary school youth in Tanzania in 2002. The objective was to promote the concept of entrepreneurship amongst secondary school leavers in Tanzania. Based on lessons learned from the initial pilot program in 2002, YEI began a process of redefining the target group to include out of school youth, farmer based groups, and MSME's.

TechnoServe believes it is critical to support entrepreneurs who already have good business ideas, some degree of skills, and the drive to make a business successful. However, such entrepreneurs are difficult to find in rural areas of the developing world. For this reason, TechnoServe/Tanzania made an investment to promote an entrepreneurial culture in Tanzania through an innovative Entrepreneurship Education. The YEI program offers the following products and services to its clients: Entrepreneurship Fundamentals training (English & Kiswahili), Advanced Business Plan training program, Training of Trainers programs, Business Development Services, Financial management consulting services and Market linkages.

YEI delivers its programs and services through two entry points, BizCamp and BizSchool training programs. And the percentages of programs to date that have been conducted are BizCamps (46%) and BizSchools (54%) programs. Target groups divided into three categories:

- § Pre – entrepreneurs : Secondary and vocational school youth - BizSchool programs (aiming at behaviour change – entrepreneurial, acceptance as an option for income generation)
- § Emerging entrepreneurs: Vocational school youth, out of school youth - BizSchool/ BizCamp programs. (Increased business start-ups and improved business practice)
- § Maturing entrepreneurs: MSME Business operators, Farmer based groups- BizCamp programs (Increased business opportunities, profits, increased income and GDP)

The Entrepreneurship Education program is currently active in five regions of Tanzania - Iringa, Mbeya, Ruvuma, Mwanza and Dar es Salaam. To date, over 3000 participants have been trained on entrepreneurship and the fundamentals of how to start and operate a successful business and 52 entrepreneurship teachers have been trained and certified. Through the Advanced Business Plan training program (ABP), 114 youth have been trained and 38 teachers have undergone ABP program.

The program has developed entrepreneurship education in partnership with over 20 secondary schools and 12 vocational institutions. Many of these institutions have integrated TechnoServe’s entrepreneurship training model to their core curriculum. TechnoServe has also conducted and trained over 54 additional groups including women entrepreneurs’ groups; farmer based groups; disabled persons associations; teenage mothers programs; and out of school youth and at risk youth, to name a few. The YEI program encourages a self employment culture among young people with the view of developing job creators rather than job seekers.

## **PARTICIPATION AND YOUTH EMPLOYMENT EMPOWERMENT**

*Frank Materu*

Young women have been historically neglected and youth services have been guilty of neglect. They suffer a loss of traditional support systems and disintegration of family structures due to economic changes. Although they have traditional skills, they find it hard to make a living and may be tapped in the poverty cycle and unable to access credit or training. Unemployment among the Tanzanian youths has been identified as a significant and the greatest problem facing young people. Youths of today are probably facing one of the most difficult and challenging times of their lives. Young people complete high schools, colleges and universities just to be faced with the problem of “no job offers”. When we were young, our parents, family members and other adults regularly make decisions on our behalf. Ideally they are genuinely concerned with our interests. But as we grow into adolescence, the period of transition from childhood to adulthood, we usually begun to develop our own sense of what “our best interests” are and we may not have the same perspectives as the adults in our lives have.



Sometimes youths are symbolically involved in activities targeting them. Youth are vulnerable group. The poor social and economic situation prevailing in Tanzania has more negative effect on youth than any other group. In many ways the future of each country rests with young women and men and their vision, commitment, enthusiasm, skills and ability to make changes and grasp opportunities to fulfil their potential.

What are important is not just what we do as youth workers, but why we do what we do. Society needs minor reforms to help young people improve their conditions. We don't assume that the cause of young peoples problems is necessary cantered in them personally.

Many of young peoples problems are a result of their social rights not being respected because either:

- Young people are not aware of their rights and /or do not have the skills to use them
- Society has failed to protect their rights.

We are working with other youth in development workers to practice advocacy with and for young people, to improve youth related social policies and implementations.

Sometimes we may not agree with young people's decisions. It is important to remember that it is their decisions and explore the likely effects on their decisions, but ultimately the decisions lies with them.

## ENTREPRENEURSHIP FOR THE YOUTH OF UKRAINE

*Oleksandr Hontaruk*

**Problems:** The success of economic reformation of Ukraine depends on level of understanding and support by different social layers especially by youth. Many young citizens of Ukraine are interested in entrepreneurship. Young people very often can't implement their economic choice because they meet a lot of problems. Thus there is vital need in creating system of organisations that would develop and support youth business.

Today in Ukraine young people faces such problems:

- weak the information about legislation of entrepreneurship;
- lack the information and absence of starts resource for young people, which needs to begin business;
- growth unemployment among youth in regions;
- inefficient management into youth business-associations and their weak structure.

**Tasks:** In transition Youth NGO's must be creation of conditions for development of the entrepreneurship for efficiently development of young people. And important role must act of NGO's, that will develop own network in all regions of Ukraine. The Network will to:

1. Support of information and consulting to young businessmen and their association
2. Organize and conduct of educative, scientific-practical conferences and seminars for young businessmen.
3. Help in establishing and the development of contacts and partnerships communion
4. Collaborate NGO's with Private sector, invite young businessmen to social activity.
5. Stabilize positions of associations of young businessmen, assistance their effect on state economic and youth policy.
6. Assistance formation of the economic policy in country, which would, created conditions for start and transaction of efficient up-to-date legal business by young people.
7. The creation a new working places and fights with unemployment among youth.
8. Assistance the integration of youth entrepreneurship in Global information society.

**Activity in future:** I'd like to take part in YES2002 and:

- to get information from a Summit to make proposals for effectively policy of the Ukrainian Government;
- to get knowledge and acquirement for the process of decision making of effectively strategic planning and activity in the sphere of Youth Employment;
- to establish contacts with NGO's from different countries and to accomplish interchange by experience
- to the creation of connections between employees and Institutes education together with NGO's;
- to ensure information and population activity in Ukraine.

We are planning to create in regions of Ukraine business-incubator, which is to form such organisation structure for training of young specialists which want to receive professional skills in order to manage their own business. Main task of business-incubator is support of small and medium enterprises. Creating of business-incubator will attract unemployed youth to deal with their own business.

## **THE GENDER DIMENSION OF ENTREPRENEURSHIP**

*Beatrice Mwaura*

Men and women have different opportunities and skills for enterprise development. These skills and opportunities are greatly influenced by the socio-cultural and socio-economic status of men and women in the different societies with more women being lower in the social and economic scale. This has led to a low participation of women in, and, their ability to unleash their entrepreneurial potential through commercially organized economic activities, especially in the formal sector.

Entrepreneurship, as defined in economic circles and descriptions, has over a long period of time, been considered a domain of males. In many cultures, attributes that are considered as entrepreneurial values do not match what are generally understood as 'feminine' qualities. The socially constructed gender division of labour, which is skewed against women and girls, gives them different drives and needs to enter into entrepreneurship. Entrepreneurship endeavors by women are largely born out of a drive to sustain the livelihood of their households. However, they still employ entrepreneurship skills, are high risk takers, in consideration of their harsh conditions and disadvantaged positions.

Although women's status has improved in most countries over the last half century, gender disparities persist everywhere and remain most acute in the poorest countries. The youth fall into a similar disadvantage of lower resource-base. Their lower socio-economic status, unequal access to and control of reproductive resources, and, personal benefits has placed women in the lower scale of entrepreneurship development with many of them being in the micro and small-scale enterprises of the informal economy. Getting formal credit is difficult due to stringent legal requirements, and Micro Finance Institutions are also not very friendly especially for economically or resource poor.

To compound the above challenges, gender unaware development partners, gender blind policies and programmes, implicitly reinforce unequal gender patterns that hinder enterprise development. In view of the above understanding, it is clear that both men and women, boys and girls, are capable enterprisers, and development partners should therefore focus on building the confidence of those at the lower scale of entrepreneurship development, and adding value to their existing entrepreneurial skills, talents and abilities.

It will take gender responsive social entrepreneurs who will employ socio-cultural and socio-economic considerations if the gender gaps/disparities in entrepreneurship are to be closed. Such social development



partners will need to engage such strategies as the following, among others that have been detailed in the full paper:-

- § Engendering of programmes and budgets
- § Use a gender lens to critically analyze the systematic trends of gender and poverty in terms of social capital, division of labour, physical and productive assets (access to and control of productive resources) and access to and control of benefits.
- § A participatory approach to closing the gender disparities in entrepreneurship development.
- § Minimize constraints and maximize opportunities.
- § Use of engendered participatory monitoring and evaluation Log Frames.
- § Linking communities and entrepreneurs, with other service providers and formation of market- linkages.
- § In order to have a voice, encourage group formation for better terms of trade negotiations.
- § Pace keeping with the different income and socio-groups.

## **THE GENDER DIMENSION OF ENTREPRENEURSHIP**

*Nina Podolskaya*

In the world and in Ukraine also a lot of people are worried in questions of equal rights of men and women in all spheres of life and career as well. That's why I would like to describe my view of this problem during the summit in the topic "The Gender Dimension of Entrepreneurship".

To promote for the woman today remains a hard problem, despite of feminism, slogans about protection of the rights of women and equality of genders.

To become successful in work women have to overcome various stereotypes and obstacles. Speed of career growth of women is approximately in two times lower than of men. In our country the overwhelming majority of representatives of the managing device are also men, besides that 54 % of workers of our country – is the weaker sex. According to UNO statistics in Ukraine men earn three times more than women. A parity of men and women among top-managers is 9:1. The most underpaid and lower skilled works in our country is carried by women.

To business women, so-called business – ladies, have to experience huge difficulties to be kept on the post or to make own business successful. Such woman will face with a stereotype, that the woman is not able to operate, supervise properly, to drive the automobile, etc.

Search of work is a process that is difficult enough. Here again the woman is less protected from failures. As a rule, among other equal requirements to the candidate on a post the employer is more likely searches for the man than for the woman. Especially it concerns managing posts.

The reason of such approach is hidid in building of society under masculine or famine type. The bright representative of masculine type of society is Japan and the one of famine type is Sweden. Thus I would like to discuss this question with delegates from these countries.

In Ukraine on the labor market the most claimed women-experts are required in the field of sales, in marketing with good base preparation, bookkeepers with experience of practical activities.

According to researches of Institute of sociology of Ukraine for 2003, more than 60 % of respondents have supported participation of women in policy. Almost 50 % of respondents consider that women are equal in rights with men in family and at work. About 3 % are sure that the woman should be the head of the family.



However for the last years defending of the rights of women became much more expressed in our country. For me as for a future entrepreneur the questions of the gender dimension are very important. Last year I took part in youth conference that discussed the ways of developing Ukrainian economics. My article on the topic of gender equality was published in collection of essays under the results of this conference.

