

**SECOND PROGRESS REPORT TO THE  
NETHERLANDS MINISTRY OF FOREIGN  
AFFAIRS**

**YOUTH EMPLOYMENT SUMMIT  
REGIONAL SUPPORT PLAN  
FOR SOUTHERN AFRICA**

**01 JULY – 31 DECEMBER 2003**

**ACTIVITY NO. WW202301/PROJECT 3284**



## 1. Introduction

This report outlines the activities undertaken in implementing the YES Regional Support Plan between July and December 2003. The activities, described in detail, include: Regional Needs Analysis; Regional Consultation; Knowledge Development Project; Mentorship Pilot Project; Entrepreneurship Education in Schools and Vocational Training Centres; Database on the Situation of Youth in Southern Africa; and Regional Training Workshop. As discussed within the report, some of these activities were completed during the reporting period, while others had just commenced. An analysis of the successes and shortcomings of each activity, and the Regional Support Plan at large, is also provided. Lastly, this report highlights several other YES-related initiatives that the YDN was involved in: the UN HABITAT Safer Cities Conference and the YES Hyderabad Forum.

## 2. Regional Needs Analysis (RNA)

The last progress report outlined the countries that were visited, and the stakeholders that were met as part of the RNA process. A detailed report of the RNA process is attached as **Appendix A**. The RNA report identifies the capacity building needs of the youth employment stakeholders, and includes a list of the organisations involved and their contact details. The findings from the RNA are being used to inform the content for the Regional Training Workshop (to be conducted in March). Moreover, the RNA process offered a significant learning opportunity for the YDN, and began to identify potential partnerships for upcoming YES activities. Several issues and learnings that emerged during the process include:

- *Lack of private sector involvement.* The stakeholder meetings were to a large extent scheduled by YES Country Network Co-ordinators. These are young people who are co-ordinating on a voluntary basis. The YES Campaign was only launched in 2002 and has not in most Southern African countries managed to build the kind of profile that would attract the private sector. What we found was once-off sponsorships, which did not necessarily translate into long-term, sustainable partnerships. This issue will be explored further during the Regional Training Workshop in March, where partnership building is one of the specified training topics. The focus of the Regional Training Workshop and what it seeks to achieve is outlined in greater detail in the relevant section of this report.
- *Profiling of YES Regional Support Plan (RSP).* During the visits to the different countries for the RNA we met a wide range of stakeholders in government and civil society (refer to **Appendix A**). These meetings included senior government officials within the Ministries of Youth and Labour (in some countries meetings were held with the Minister) as well as other NGO leaders. These meetings were important for the YDN as it served as an introduction as well as observing the necessary protocol. A range of issues related to youth employment was raised during these meetings. This enabled the YDN to introduce the different activities of the RSP, identify potential partners in the implementation of these activities,

and discuss how the RNA is part of a comprehensive RSP to engage with unemployment in the region.

- *Consolidation of YDN's relationship with the YES Country Networks.* The RNA was the first component of the RSP that required the YDN to work directly with the YES Country Networks. The RNA report does not fully reflect the degree to which the process assisted YDN in laying the groundwork for future activities to be undertaken with the Country Networks. For example, all but two of the SADC countries participated in the Regional Consultation. Moreover, two initiatives that are being documented for the Knowledge Development component were identified during the RNA.

### **Activity Summary**

The most important thing to note about the RNA is that it became more than a process of identifying the capacity building needs of youth employment stakeholders. It assisted in deciding how and where some of the other activities should be launched, and helped to emphasise the integrated nature of the RSP (how the different activities build upon and complement each other). It also assisted in highlighting some of the challenges faced by YES Country Networks. A significant challenge, which will impact on the overall implementation of the RSP, concerns the lack of resources and strategic partnerships between the YES Country Networks and the different sectors in the respective countries. For example, the Malawian YES Country Network is coordinated by a full-time journalist, who receives ad hoc support from the Malawian Youth Council and the Ministry of Youth. Lines of communication, and specific roles and responsibilities are unclear. Similarly, the Mozambican YES Country Network is coordinated by university students who have limited access to resources and do not have legitimate decision-making authority related to youth employment issues on a national scale.

These challenges will impact significantly on the way in which stakeholders are accessed, and the types of long-term partnerships that can be developed. Moreover, these challenges will impact on the selection of countries for each of the RSP activities (since selection will be based largely on the capacity of the YES Country Networks). The capacity and structural limitations of the YES Country Networks will need to be considered carefully in managing the implementation of the RSP.

## **3. Regional Consultation**

The final report, providing a comprehensive account of the Regional Consultation process, has been completed and is attached as **Appendix B**. Although the Regional Consultation process did not provide structured activities aimed at networking among the YES Country Networks and other stakeholders, the process provided such a platform. For example, after the Regional Consultation the YES Country Network from Zimbabwe hosted YES Swaziland on a cultural exchange programme.

The findings from the Regional Consultation will help to inform future proposals/business plans for regional initiatives. With this in mind, a framework for a long-term strategy to promote youth employment was developed during the consultation process. This framework is included in the Regional Consultation report.

### **Activity Summary**

The Regional Consultation was well attended. Of the 12 countries invited, 11 attended. Angolan delegates pulled out at the last minute due to unforeseen commitments. Lesotho was not involved in the consultation due to their lack of representation at the YES Summit in Egypt and their not having a YES Country Network. The YDN attempted to find representatives from their Ministry of Youth but was unsuccessful. The process of getting buy-in from stakeholders who are not part of the global YES Campaign is a significant challenge. For example, Ministries of Youth who do not have a connection with the YES Campaign struggle to locate themselves within the context of YES. They are focused on the immediate agendas of their government policies and programmes, and would require a thorough understanding of how these are related to the YES Campaign and its objectives in order to participate. This entails a lengthy and targeted process. Further compounding the issue is the duration of the project. There is limited time for identifying and building partnerships with youth stakeholders in the countries. The existence of a YES Country Network makes this process easier.

However, in some cases, the focus on YES Country Networks as points of entry actually limits our access to relevant and effective stakeholders. As noted above, the Country Networks are often informal and lack resources. As a result, they cannot influence some of the most relevant and valuable stakeholders to participate in YES activities. In planning the next cycle of implementation these issues will be taken into account. For example, more specific roles and responsibilities will be outlined for the YES Country Networks, the YDN and other stakeholders (described in greater detail in the framework provided in **Appendix B**).

## **4. Knowledge Development**

The Knowledge Development project involves a detailed and systematic study of existing successful youth employment initiatives. The study will be conducted in two parts. The first part will involve gathering information from a wide range of sources to provide a comprehensive picture of the initiatives and the different elements that have contributed to their success. The second part will involve interactive workshops that explore the experiences of people involved in the initiatives. In particular, this component will focus on the factors that have contributed to the initiatives' success, and those that have been presented challenges. The intention is to develop knowledge within the projects on what is that is working.

The particular research objectives are:

To explore and describe:

1. The **stages of development** through which the initiative has passed thus far, including how and by whom the initiative was **conceived** and how and by whom it was **planned** and **financed**
2. Perceptions of initiative participants regarding the **meaning** of 'success' and their opinions regarding the **factors** (internal to the project and external) that in the past and present contribute towards their initiative being '**successful**'
3. Examples of difficulties experienced thus far, the causal factors and how these 'challenges' were dealt with – i.e. **problem-solving** and **conflict resolution skills and processes**
4. How the people involved in the initiative monitor, evaluate, reflect and **learn** from **experiences** (whether good or problematic in nature)
5. **Management** control systems
6. Perceptions of project participants regarding the effect and impact of the initiative on the **community** in which it is situated
7. The thinking and planning of those involved with regard to the issue of **sustainability** and/or future **expansion** of their initiative.

Identifying the countries and the successful youth employment initiatives to be part of the project has been a challenging process. The YDN requested YES Country Network Co-ordinators to submit details of successful youth employment initiatives in their countries. The Co-ordinators were provided with criteria for what constitutes a successful initiative (specific to this project). Despite numerous follow-up attempts, the YES Country Networks did not submit the information. It is still unclear why they were unable to provide the information, but we suspect it is related to the short time that Country Networks have been operating and the capacity and structural limitations that have been noted above. In addition, we suspect that there may not be as many successful initiatives out there as we would like to believe.

Following this, the YDN assumed responsibility for identifying the countries and the initiatives. Based on information and contacts that came out of the RNA, Namibia, Tanzania and Malawi were selected as participating countries, and the following initiatives were identified (these had been visited and could be described as successful): Kavango Pest Control business (Namibia); Madale Youth Project (Tanzania); and Andiamo Youth Co-operative (Malawi). A fourth country is still being confirmed.

The YDN identified Dr. Margie Booyens of the School of Humanities at the University of Cape Town as the consultant to document the initiatives. Dr Booyens has been responsible for the introduction of a Degree in Youth Work at the University of Cape Town, and integrated the YDN tool to measure

the impact of life skills in the 3<sup>rd</sup> year Social Work programme. Dr Booyens has also published research reports in Academic journals. These qualifications demonstrate both technical expertise and an understanding of the sector.

Dr. Booyens prepared a detailed questionnaire to be filled in by stakeholders involved with the initiative before each visit. This ensured that she had a good sense of what to focus on during the visit. The country visits by DR Booyens started in late November 2003. The first country visited was Namibia. During the visit the YES Country Network Co-ordinator in Namibia and Chief Youth Officer at the Ministry of Higher Education accompanied Dr. Booyens. Dr Booyens spent four days gathering information on the Kavango Pest Control and Cleaning business. The business has won several Entrepreneurship Awards including within the Commonwealth Youth Programme. The next visit will be made to Malawi in February, followed by a visit to Tanzania. As noted above, the unit is currently in the process of identifying the fourth initiative.

The main challenges of the project include:

- Communication between the YDN, Dr. Booyens, and the relevant stakeholders to ensure that everyone is properly prepared for the visits. The YES Country Networks, serving as the entry points for this activity, have various levels of capacity for ensuring that information is provided in a timely and effective manner.
- The project timeframe. The project is due to be completed in June 2004, and only one visit has been conducted during this reporting period. Based on the plan to visit each initiative twice, seven visits still need to be undertaken between January 2003 and May 2004. Taking into account the logistical and communication challenges that exist, this will be difficult to achieve. The YDN is exploring whether the objective of the second visit can be achieved through other means. The decision will be made after the first round of visits has been completed.

In June 2003 Dr Booyens will submit a comprehensive report to the YDN. The report will provide examples of “good practice” for other stakeholders who wish to start youth employment initiatives. In addition, it will provide a look at how the learnings that came from the process contributed to the continuous improvement efforts of the participating initiatives. It is too early to provide a more comprehensive write up on the progress of this activity.

## **5. Mentorship Pilot Project**

The Mentorship Pilot Project aims to enhance youth businesses through mentoring relationships between private sector staff and young entrepreneurs. It will be implemented in five SADC countries – Democratic Republic of Congo, Mozambique, Mauritius, Angola and South Africa – and will reach at least 10 youth businesses in each of the target countries.

The project was initially scheduled to run from May 2003 to November 2004 but it was later revised to run from November 2003 to November 2004. A Project Officer has been employed full-time by the YDN to implement this

activity, due to challenges in identifying an external service provider (noted in the previous progress report).

The YDN has been engaged in identifying suitable organisations to help co-ordinate the project in the identified countries. Through the YES Country Networks the YDN has initiated contact with potential partner organizations in Angola, Democratic Republic of Congo, Mauritius and South Africa. (No contact has been established yet with organisations in Mozambique.) The preference is to work with organisations that are already part of the Country Networks, and who are bought-in to the Youth Employment Summit and therefore the Regional Support Plan.

The YDN has also been engaged in conducting research in order to deepen our understanding of mentorship. This included a one-week study visit to the Nations Trust, which runs a mentorship programme. The week involved a wide range of activities such as a literature review (looking at current mentorship manuals), visiting businesses that are currently part of The Nations Trust programme and visits to various organisations promoting entrepreneurship programmes. (A planned visit to the Prince's Trust Mentorship model in the UK did not take place due to conflicting schedules with the Prince's Trust.) These activities provided insight into the different mentorship models and also helped to shape the conceptualisation of the Regional Mentorship model.

One of the key activities of the project is the development of a manual to train the Mentors. During this reporting period, the YDN approached 2 consultants to submit proposals on the development of a mentorship-training manual. The selection of a consultant and the development of the manual will take place in the next reporting period.

The YDN has also been engaged in developing documentation tools for the Mentorship project. This has included:

- Concept Paper and Project Outline – the publicity documents that spell out what the programme is all about and the implementation mechanisms.
- Work plan – detailing the tasks that need to be carried out by the end of the year, including the timeframe for each task.
- Memorandum of Understanding – detailing the Terms of Agreement between the YDN and the Coordinating Organizations in the target Countries.
- Mentor Coordinator Protégé Agreement Form – spelling out the agreement between the Mentor Protégé and the Coordinating Organization in terms of their roles and responsibilities
- Mentor and Protégé Application Forms – to be submitted by potential mentors and protégés (and screened by the YDN and Coordinating Organization).
- Protégé Baseline Information Report (Form) and Mentor Monthly Reporting Form – Monitoring and Evaluation tools that will enable us to keep track of the youth business's progression during the project implementation period.

The programme has experienced several challenges and delays. As noted above and in the previous progress report, identifying a service provider to implement the project was a significant challenge. The employment of the Project Officer was the best way to address this challenge, and ensure that there were no further delays. Project activities have moved at a rapid pace since this person started.

As noted above, the implementation of the Mentorship project depends on a secondary organization in each of the target countries to co-ordinate the mentorship process. This requires adequate means of communication i.e. access to the Internet and phones. So far the YDN has been dealing with the YES Country Networks and it has been difficult to get maintain communication with them via the Internet (they respond late or not at all). This could become the biggest stumbling block in implementing the programme within the one-year timeframe. In identifying the co-ordinating organisations, methods of communication will need to be outlined clearly. The tools that will be developed to monitor the project will also help to keep things on track.

The limited timeframe poses a serious challenge. The project has many components, such as identifying youth businesses and mentors, contracting local co-ordinating organisations, developing the mentorship manual, conducting training, etc. This means that there is a maximum of six months for the actual mentorship relationship to take place. Short-term tangible results will have to be demonstrated during this limited time period. The programmes and models visited during the research phase indicate the need for at least two years of solid relationships to demonstrate tangible results. The YDN's intention is to monitor the pilot closely within the existing time frame and gather relevant information to motivate for a longer-term programme.

Additional time constraints include the need to prepare for YES Mexico in October 2004. Although the work plan is set for the period up to November 2004, a draft report on learnings needs to be developed for Mexico.

Identification of the fifth country has been a challenge. As noted above, the YDN is considering Mozambique, but a final decision has not been made yet. In order to ensure that this does not delay the project, the YDN is proceeding with the four countries that have been confirmed. We foresee that we will have different countries at different levels of implementation, and the YDN will have to manage and monitor the process carefully.

Despite these challenges, the Mentorship Pilot project is progressing well. The activities for the immediate future include developing the mentor-training manual, contracting local coordinating organisations, providing training on the manual and conducting monitoring visits.

## 6. Entrepreneurship Education in Schools and Vocational Training centres

This activity has been the topic of many discussions and has undergone a number of conceptual changes. The vision for the project includes two components: entrepreneurship training in schools and vocational training centres and the development of policy recommendations on mainstreaming entrepreneurship education into the school curriculum. The YDN will be contracting Junior Achievement South Africa to co-ordinate the entrepreneurship-training component. The Centre for Education Policy Development will be contracted to develop the policy recommendations. No programme related activities have been undertaken as yet; therefore this report will focus on the activities leading up to the approval of the proposals and highlight future activities.

As noted in the previous progress report, Junior Achievement South Africa (JASA) was identified to co-ordinate the implementation of the entrepreneurship programme in schools. This will involve Junior Achievement branches in the identified countries – Zimbabwe, Namibia and Botswana – playing a major role in co-ordinating the project at a local level. A significant concern was ensuring that Junior Achievement, both in South Africa and the identified countries, had the capacity and clear co-ordinating roles and responsibilities, which are relevant to the particular contexts within each of the countries. The proposal to the Netherlands Ministry of Foreign Affairs was revised to ensure that this was adequately addressed. Additional issues that needed to be clarified for the Netherlands Ministry included:

- More information on the partnerships that exist between JA countries and the private sector. Also an indication of how the private sector will be engaged further.
- Information on how the Zimbabwean socio-political context would impact on the project implementation.
- The level of support from the Department of Education in the different countries.
- The YDN had to outline clearly between the Entrepreneurship training and the policy recommendations.

The YDN submitted responses to these issues and the proposal was accepted. The YDN is ready to start implementation in January and all the relevant partnerships have been informed. Meetings will be set up with all the JA countries and JASA by the end of January. The meetings will detail the implementation process and outline how the project will be launched in each of the countries.

Refining the project and its proposal has led to implementation being six months behind schedule. This is a significant challenge, as it has implications on the duration of the activities and the impact of the programme. One implication is that the young people will spend less time running their businesses as part of the experiential education component. The YDN will explore this issue with the selected countries in the meetings scheduled for January. We will need to identify activities that can be adjusted, and

determine if there are alternative approaches that can be used to meet the objectives.

JA Botswana has communicated reluctance to participate in the programme. The matter will be discussed and resolved at the January meeting. Resolution however, might mean having to identify a different JA country, which could result in further delays.

The involvement of the private sector is a key requirement of the project. Therefore private sector partnerships need to be established during the implementation of the project. Although there are a number of existing private sector partnerships, they tend to be short term arrangements, e.g. participating in the job shadow day, where partners make their time available to young people wishing to experience the business world; and providing sponsorship for specific events or programmes. There is a need for more long-term, strategic partnerships aimed at sustainability. These partnerships should have clear outcomes of how the young people will benefit and have access to business and employment opportunities.

The process of developing a final proposal was long and challenging for the YDN. However, it was a good learning process and allowed the YDN to rethink some of the original elements of the project and how they would unfold through implementation. A number of adjustments were made in looking at how the project components would best complement and build upon each other. The role of the private sector was increased, with more explicit roles and objectives related to sustainability. There is more focus on ensuring that the project is relevant to the respective contexts/environments in the participating countries. For example, the socio-political environment in Zimbabwe must be taken into consideration, particularly with regard to relationships between NGO's, schools and government departments. (These issues have been discussed in detail with the Netherlands Ministry of Foreign Affairs). In essence, the process provided an opportunity to take time in assessing the environment/s and identifying both enabling and disabling factors to be considered during implementation.

The Policy Recommendations component of the initiative is in the planning phase. The YDN is in the process of securing the Centre for Education Policy Development (CEPD) as the service provider. The focus for this component is ensuring that entrepreneurship training in schools becomes an integrated, long-term and sustainable priority. The aim is to use the learnings from the project to further advocate for policy changes in entrepreneurship education. Therefore, there is quite a bit of pressure to ensure that the outcomes of the entrepreneurship-training component are met, and that the initiative is successful.

## **7.Database on the Situation Of Youth in Southern Africa**

As noted in the previous progress report, there were recommendations provided to CASE for the second draft of the database. CASE presented the second draft of the database during the Regional Consultation, and the

delegates provided feedback. Based on this feedback, CASE developed a final database and print copies of country summaries. Due to their volume, the database and the country summaries have been placed on the YDN website (please refer to [www.ydn.org.za](http://www.ydn.org.za)).

The executive summary of the database was compiled into a booklet for distribution. This booklet was released in late November and is attached as **Appendix C**. Three thousand copies of the booklet were printed and distributed to the following stakeholders: YES Country Networks, who were then asked to distribute to relevant youth development stakeholders in their respective countries; SADC embassies, SADC regional and multi-national structures including NEPAD, UNDP, the SADC Youth Movement and the ILO; donors working in the SADC region; other relevant funding institutions; and other stakeholders identified during the RNA. The booklet was also distributed at international forums such as the UN Habitat Safer Cities conference in Durban and the YES forum in Hyderabad, India. In addition, an advertisement was placed in the Mail & Guardian newspaper to announce the booklet's availability. The YDN received over 300 enquiries and requests for the booklet from all over Southern Africa. The remaining copies will be distributed in Mexico in October 2004.

During the implementation of this activity, we identified shortcomings related to the research methodology. For example, CASE conducted a desktop study, and most of the SADC countries are not fully connected to the on-line resources that were used in gathering information. Therefore, the information collected did not include all the relevant information from the participating countries. In some cases, YES Country Network Co-ordinators were aware of more current and accurate statistics than CASE's desktop study had access to. CASE was directed to these sources in order to update their information.

Another challenge involved the YDN's distribution list (for the booklet). With YDN working on a regional basis for the first time, we found it difficult to compile a comprehensive distribution list. We relied heavily upon the YES Country Networks, and in light of their capacity limitations we are concerned that relevant stakeholders have been missed. Compiling a comprehensive distribution list that reflects the relevant stakeholders in the region is a priority for the YDN, and will be a focus throughout the implementation of the RSP.

This component of the RSP, which represents an environmental scan to inform the other programme components, has been completed. The YDN will follow-up with the YES Country Networks to determine who has received materials, and will keep a record of inquiries and feedback received. The YDN is also exploring how to share this information with the global YES Network, e.g. through the YES list serve and website.

## **8. YES Regional Training Workshop (RTW)**

The Regional Training Workshop (RTW) is scheduled to take place on 22-26 March 2004 in Mbabane, Swaziland. The aim of the Regional Training Workshop is to provide youth employment stakeholders with valuable training

that will enhance their capacity to promote youth employment in their respective countries. Based on the findings of the RNA and the Regional Consultation, the following three training priorities have been identified for the RTW:

- Proposal and Report Writing,
- Policy Analysis and Review, and
- Partnership Building with the Private Sector

In addition to these training priorities, the RTW will emphasize the need to explore networking and partnership building within the particular countries and across the YES Country Networks. This will attempt to respond to some of the feedback from the Netherlands Ministry of Foreign Affairs regarding the need to identify which organisations have established working relations, and where there are gaps. We will explore developing “network charts” and look critically at “bottlenecks” in the business environment of the respective countries.

The objectives of the RTW are to:

- To empower YES Country Networks with skills that will assist them in securing funding for their activities;
- To provide opportunity for YES Country Networks to network and share ideas and experiences;
- To enhance the ability of YES Country Networks to analyse the appropriateness and impact of existing policies on youth employment;
- To promote capacity building as a key component of development initiatives; and
- To build the YES Country Networks’ capacity to create and sustain private sector partnerships.

The specific desired learning outcomes include:

- Country Networks are able to analyse policies affecting/impacting youth employment and develop relevant programmes;
- Country Networks have developed funding strategies;
- There is a plan for the YES Country Networks future capacity building activities; and
- Country Networks have identified a process they will follow to build partnerships with the private sector.

Three participants from each of the SADC countries will be invited to the RTW. The participants will include:

- YES Country Network Co-ordinators
- Youth employment stakeholders from civil society and government
- Other relevant regional stakeholders, e.g. the Commonwealth Youth Programme – Africa Centre

YDN’s next steps in preparation for the RTW are to: identify relevant trainers in the areas of proposal and report writing, policy analysis and review and partnership building with the private sector; work with the YDN capacity building unit to develop the specifics of the training programme to ensure that

the objectives are met; and organise the logistics, including travel, accommodation, visas, ground transport, training venue, etc. Information related to these activities will be included in the next progress report.

## **9. Other YES-Related Activities**

### **UN HABITAT Safer Cities Conference**

The conference was held in Durban on 25-28 November 2003 and provided valuable information about how different cities are promoting safety. Clayton Peters, the YDN Director, made a presentation on the various programme models that the YDN uses within a city environment that could be applicable to cities outside of South Africa. What was clear during the questions and answer session is that the YDN has a wealth of information generated through years of programme implementation, documentation and research and capacity building. An important learning for the YDN was that our cities – Durban, Johannesburg and Port Elizabeth – are part of a global initiative to promote safer cities, which provides a context for developing programmes to promote city safety. Moreover, youth are seen as an important stakeholder in promoting safety. This poses a challenge for the youth sector to assist our cities in designing appropriate programmes, which integrate the needs of youth and urban communities. The YDN also gained a deeper understanding of the different strategies adopted by cities based on their priorities. It was an important forum for the YDN to profile itself because of the work it does in Southern Africa. Staff from UN Habitat expressed interest in working with the YDN to develop further programme models and capacity within the One Stop Youth Centre that UN Habitat established in Nairobi, Kenya.

### **YES Hyderabad Forum**

On 14-18 December 2003 the YDN Director (Clayton Peters) and the YES Regional Project Co-ordinator (Hlanga Mqushulu) attended the YES Regional Forum held in Hyderabad, India. The forum was a meeting for South East Asia. The forum brought together over 1000 delegates from 44 countries, including government delegates from 15 countries. Experts from all over the world (particularly Asia) made presentations on a wide range of subjects, including:

- Information and Communication Technology: Bridging the digital divide;
- Rural Development: On-farm and Off-farm enterprises;
- Water and Sanitation;
- Renewable Energy;
- HIV/AIDS; and
- Enhancing Opportunities for Young Women.

Presentations focused on how to generate employment opportunities within the context of these sectors. One of the major events of the Forum was the launch of an International YES Academy funded by the Andhra Pradesh government, UNIDO, FAO, UNHABITAT, UNDP, UNESCO, EDC and the Commonwealth Secretariat. The Forum also provided opportunity for YES Country Networks to present their achievements. The second YES global summit to be held in Mexico in October 2004 was also launched. During the launch, the YDN presented progress on the Regional Support Plan, identified

the activities that will be undertaken in 2004, and confirmed that there will be a comprehensive presentation on the Regional Support Plan in Mexico.

## **10. Conclusion**

The YDN has managed to achieve a lot in a small amount of time. All of the activities whose funding came to an end in 2003 have been completed: Regional Needs Analysis, Regional Consultation and the Database on the Situation of Youth. The two big pilots – Entrepreneurship in the schools and the Mentorship project) have started late, but are gaining momentum. And in less than 3 months, the Regional Training Workshop will bring together 50 delegates in Swaziland for a 5-day comprehensive training programme. Moreover, the YES global campaign is looking at the YDN and the RSP to provide answers on the feasibility of regional initiatives. In this regard, YDN is looking at meeting with NEPAD, SADC Youth Movement and the Commonwealth Youth Programme in terms of how to link the YES Regional Support Plan into other regional initiatives.

In addition to the progress on particular activities, this reporting period has provided an opportunity to reflect on some of the experiences, learnings and questions that have been raised thus far. There has been particular reflection on the issues raised by the Netherlands Ministry of Foreign Affairs in relation to developing partnerships at the SADC level, and identifying partners who are able to sustain themselves and the YES initiatives (a “Partnership Programme”). While this is a logical and strategic expectation, particularly with regard to sustainability, YDN’s experiences suggest that this may be more difficult than assumed.

Currently, the scope of the YES Regional Support Programme has quite clear parameters and limitations. For example, the scope of this RSP does not speak to the potential impact it may have on the regional environment in the long-term. In addition, the RSP does not speak to SADC level partnerships as direct objectives, and therefore the activities have not been designed and planned in a manner that addresses this angle. Shifting the priority or focus of the RSP to SADC level partnerships would require revisiting the implementation plans and budgets for a number of the activities, and engaging in a much more thorough regional consultation process in the redesigning of these activities.

Also related to the environment or context of the region, is the capacity limitations of the YES Country Networks (discussed frequently above). YES Country Networks are developing capacity, but it is happening slowly. Building the capacity of these stakeholders is part of the RSP, but it is only a small component, with very particular programme and budget limitations.

Addressing some of these issues related to the scope of the RSP would involve identifying a range of additional stakeholders, providing additional time and funds to build sustainable relationships with additional stakeholders and build the capacity of existing stakeholders and redesigning certain elements of the initiative.

Lastly, our expectations of the Country Networks are quite high, particularly our expectations of them supporting and implementing the RSP activities. While the YES Country Networks will themselves benefit from these activities, and be able to achieve some of their own objectives, it is important to note that they were not consulted in the process of developing the YES RSP. (Many of the YES Country Networks have their own priorities, which may not be embodied with the RSP.) Despite this, the YDN has been received very positively by the YES Country Networks and has enjoyed relative cooperation.

## **APPENDICES**

**Appendix A – RNA report**

**Appendix B – Regional Consultation report**

**Appendix C – Situation of Youth in Southern Africa Booklet**