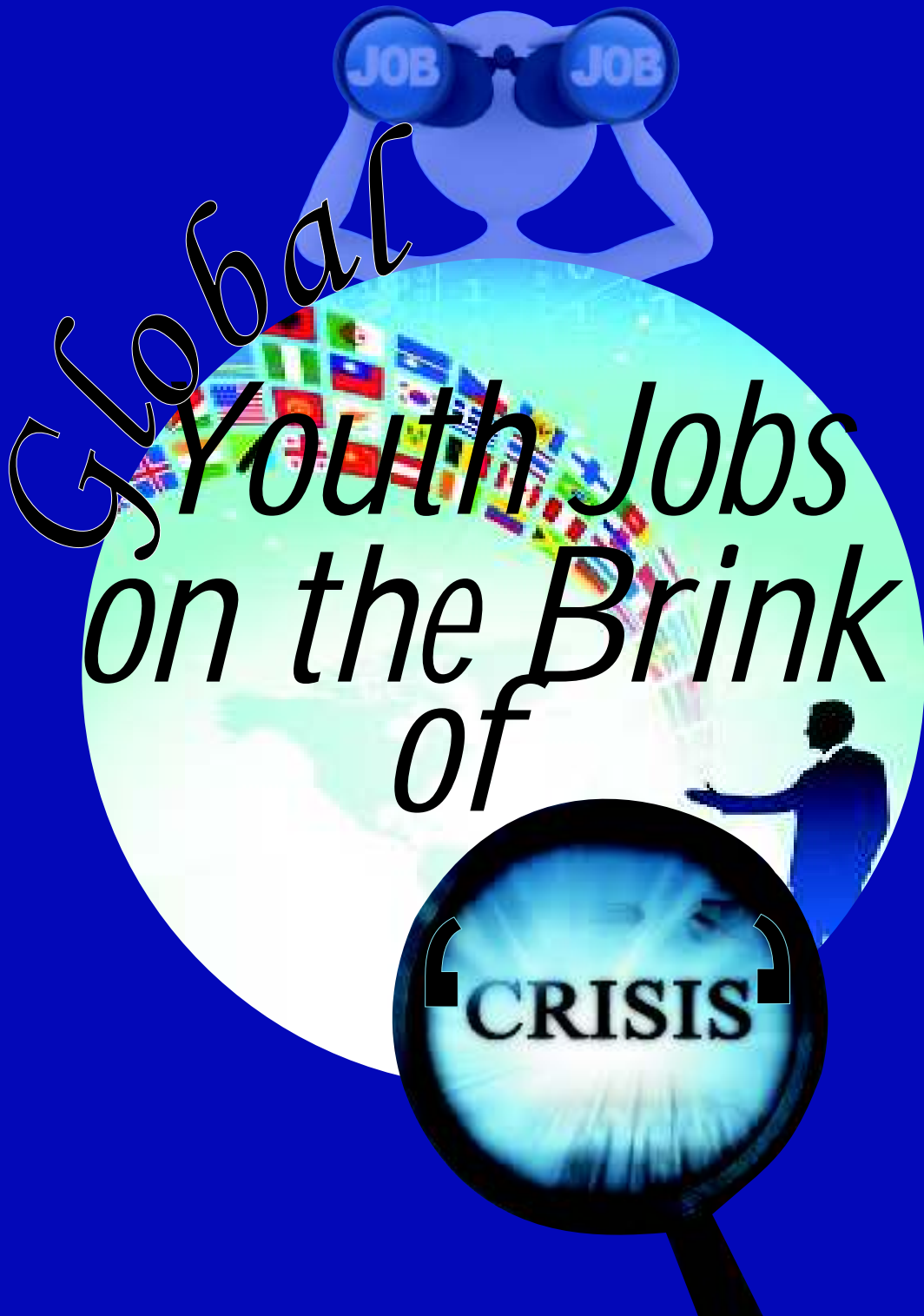


# e-Nchito

*Voice of Concern: A Call to Action!*





The newsletter is meant to highlight the initiative being undertaken by the various stakeholders in youth employment in Zambia, including the Government, local and international development partners and the young people themselves.

Hello!

Issue 2 of e-Nchito shares with us how 'Youth Bulge' can become a large, economically - productive population that can drive economic gains - a phenomenon known as demographic dividend.

Youth unemployment is not a new phenomenon, it is part of the global jobs crisis. What is new is the sheer scale of the problem. Early, in 2013, a National Consultative Conference was held to review effectiveness of Youth Employment Policies, Programmes, Strategies and Regulatory Framework. ECOWAS also called for regional strides to tackle youth unemployment with the view of developing national youth employment action plans.

Youths in Zambia were engaged in various activities through YE related projects to curb youth unemployment. IYES workshop was held to help artists create employment through talent.

Youths in rural areas are not forgotten, and this proved worthy through a project called Strengthening Rural Youth Employment Opportunities in ICTs and Agriculture in Southern Africa (SOFIA).

Read more about participatory gender audit, also about inter-generational dialogue at the 50th Anniversary of the African Union where youths outlined their views on the kind of Africa they would want to see in the year 2063.

### QUOTE

"We know the general employment figures are bad, the situation is even worse . . . We have to look for new approaches"

- Guy Ryder -  
Director-General, ILO

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# Message from the Ministry of Youth and Sport

## Honourable Mr Chishimba Kabwili

Zambia currently has the largest population of young people in its history - creating a critical opportunity for national development. According to the 2010 Census report of population and housing, Zambia's population is 13, 092, 666 with 82% of the aged below 35 years.

This is a pure case of 'Youth Buldge'. Zambia has a rapidly growing youth population that, if not well managed, will end up with rampant unemployment and a large pool of dissatisfied youth who will have the misfortune of being viewed as a social and economic burden instead of as assets to a country with a growing economy such as Zambia.



*Therefore, the question arises, is the Youth Bulge always bad?*

Not at all. In his address to stakeholders that gathered at Barn Motel on 4th-5th June 2013 to consult the young women and men on the review of the National Youth Policy (NYP), Honourable Chishimba Kambwili outlined the Government's vision for addressing youth employment. He mentioned that the Government is aware of the rapid growth rate of the population, particularly the growing number of young people making up this 'youth bulge'. He stated that with the right investment and continued progress through the demographic transition, in time, the youth population can form part of a larger, economically productive population that can drive economic growth - a phenomenon known as 'demographic dividend'. The rapidly growing economies of East Asia, and that of Ireland in Europe, all underwent a youth bulge that contributed to their countries' strong economic performance.

The Honorable Minister went on to explain that through investing in young people through education and skills development and providing the right enabling environment for job creation, young people can play a key role in the economic development of the country. It is for this reason that the Patriotic Front government is determined to devise strategies to address issues of youth unemployment and the resultant poverty levels. The Government is working around the clock to ensure the full integration of the youth in national development as outlined in the 2011 electoral manifesto.

Therefore, the 2006 National Youth Policy is undergoing review to make it relevant to the needs of the Zambian youth. It is expected that the Policy will become a tool for repositioning the youth as agents of positive change in their communities. Furthermore, to support the implementation of the reviewed National Youth Policy, the Government is working with stakeholders to;

- I. Develop a Youth Employment strategy that will facilitate the creation of opportunities for youth employment.
- ii. Develop a Youth Mainstreaming strategy that will ensure that all sectors coordinate their activities contributing to youth development and empowerment.

The Patriotic Front Government is making a lot of progress in the area of youth education and skills training. This can be easily seen when his Excellency Mr Michael Chilufya Sata, President of the Republic of Zambia, recently unveiled the construction of Chalimbana and Palabana Universities in Lusaka Provinces. This is in addition to the establishment of the King Lewanika University in Western Province, Paul Mushindo and Robert Makasa Universities in Muchinga Province.

Furthermore, the Ministry of Youth and Sport has embarked on the construction of a model Youth Resource Centre in Kafue, rehabilitation and expansion of Chiyota Youth Resource Centre in Rufunsa and the construction of Luanshya and Chililabombwe Youth Resource Centres on the Copperbelt. The construction of these universities and youth skills training centres will enhance youth access to quality Technical, Vocational Education and Training (TEVET).

To support enterprise development among the youth, the Ministry of Youth and Sport made available KR 19.14 Million through the Youth Development Fund in March 2013. The Ministry pledged to continue implementing the Youth Development Fund programme as this facility plays an important role in providing much needed financial resources that the young women and men entrepreneurs need to create employment for themselves and other young people.. For that reason, the Minister urged the youth to continue being innovative and entrepreneurial and the Government will support them through the YDF and other available resources.

*(Source: Speech Provincial Consultation on Youth Policy)*





# Global Youth Jobs on the Brink of Crisis

## 1. Global youth employment trends for 2013

Youth unemployment is not a new phenomenon; it is part of the global jobs crisis. What is new is the sheer scale of the problem. The ILO Global Youth Employment trends report, launched on 8th May 2013, shows that the global youth unemployment rate has risen to 12.6 per cent in 2013 and is projected to rise to 12.8 per cent in 2018.

The report states that 73 million young people are unemployed globally and it is estimated that 73.4 million youths will be without jobs at the end of 2013, an increase of 3.5 million from 2007 and 0.8 million above 2011 levels.

Access to decent and productive employment especially for young women and men remains a daunting challenge in both developed and developing countries. The Global Youth Employment Trends report also shows that young people are three times more likely than adults to be unemployed. They are at risk of earning lower wages, work in unsafe environments, and are often working below their skill or education level.

Sluggish and feeble recovery from the global crunch of 2008 has exacerbated youth unemployment. Decent work deficits in informal unemployment, difficulties faced during the transition from school to work and the mismatch between skills offered and acquired at training institutions and the skills demanded by the labour market are some of the factors highlighted as contributing to the high global youth unemployment rate.

Access to decent and productive employment especially for young women and men remains a daunting challenge in both developed and developing countries. The Global Youth Employment Trends report also shows that young people are three times more likely than adults to be unemployed. They are at risk of earning lower wages, work in unsafe environments, and are often working below their skill or education level.



GUY RYDER, Director-General  
- ILO -

“We know the  
general employment  
figures are bad,  
the situation is even  
w o r s e . . .  
We have to look  
for new approaches”

## 2. Regional Distribution of Global Youth Unemployment

There are relatively significant regional differences in youth unemployment. In advanced economies such as countries in the European Union, the youth unemployment rate was estimated at 18.1 per cent in 2012 and projected to drop to 17 per cent by 2016.



In terms of gender and geographical differentials, young males are more likely than young female to complete the transition to stable or satisfactory employment and young people from middle and high income households in urban areas are more likely to be employed in the formal sector as they would have had access to better education than their counterparts from low income households and rural areas.

The Middle East and North Africa recorded the highest youth unemployment rates at 28.3 per cent in 2013 and 23.7 per cent in 2012. East Asia has the lowest (9.5 per cent) and 9.3 per cent in South Asia in the same year. Whereas, Sub-Sahara Africa reported the lowest unemployment rate which is projected to remain at 11.7 percent in 2014.

Youth employment in developing countries is mainly characterised by underemployment and working poverty; informal employment (as many as eight out of ten young workers are in informal employment; six out of ten lack a formal contract and one third are under qualified for the work that they do). In many developing countries there is often a lack of social protection policies and where they do exist, they do not provide adequate coverage. Young people reach adulthood with very poor literacy and numeracy skills due to poor quality education and high dropout rates from the education system.

In terms of gender and geographical differentials, young males are more likely than young female to complete the transition to stable or satisfactory employment and young people from middle and high income households in urban areas are more likely to be employed in the formal sector as they would have had access to better education than their counterparts from low income households and rural areas.

Resolving this paradox and responding to the challenges of youth unemployment and creating remunerative economic opportunities for young people requires investing in young people's potential and this demands at least five elements as emphasised by the ILO.

### 3. Call for Action on Youth Employment:

1. The design of employment and economic policies that increase aggregate demand and improve access to finance;
2. Investment in education and training to ease the school-to-work transition and prevent labour market mismatch;
3. Support labour market policies that target employment of disadvantaged youth;
4. Strengthen entrepreneurship and self –employment to assist potential young entrepreneurs and;
5. Ensure labour rights that are based on international labour standards to make certain that young people receive equal treatment.

# National Consultative Conference

## Review Effectiveness of Youth Employment Policies Programmes Strategies and Regulatory Framework

On 5th February 2013, the ILO supported the Ministry of Youth and Sport to hold a National Consultative Conference to allow stakeholder provide feedback on the “Review of the Effectiveness of Youth Employment Policies, Programmes, Strategies and Regulatory Framework”. The consulting team comprising of Dr Francis Chigunta and Mr Ngosa Chisupa presented the findings of the study.

The conference drew one hundred and thirteen participants from various organizations including Government, academia, employers' and workers' organizations, civil society, youth organizations, private sector representatives and local and international development organizations among them the ILO. Participants were drawn from all the ten provinces and included youth representatives from each province.

During the deliberations, participants were divided into four thematic groups on: Youth Employment Policies; Youth Development Programmes and Strategies; Institutional and Regulatory Framework; and Coherence of policies and Sector specific action points for creating employment for youth in growth sectors. A number of cross cutting issues were also identified and discussed, including gender, HIV and AIDS, the environment and disability.

A number of policy recommendations were provided during the consultative meeting which are expected to feed into the National Action Plan on Youth Employment including:

1. The development of a clear policy framework in the form of an explicit Youth Employment Policy and Action Plan both with clear and practical implementation frameworks
2. The engagement and participation of young women and men, civil society and all stakeholders at all stages of implementation.
3. A review of the SNDP in order to reflect the significance of the youth unemployment challenge and the required response.
4. The youth employment strategy should outline how policy coherence will be achieved in view of conflicting mandates in key ministries, among other issues.
5. The youth employment strategy must address key labour issues from both the demand and supply side of the economy.
6. There is need to review the policies governing the education and TEVET sectors in order to ensure that they are aligned to the outcomes of the preceding recommendations to further strengthen policy coherence
7. There is an urgent need for clear and separate policy frameworks on entrepreneurship development and support as well as a private sector development approach that includes the informal sector.

**Participants included stakeholder organizations: Government, Academia, Employers' and Workers' organizations, Civil Society, Youth organizations, Private Sector, local and international development organizations, including the ILO.**



# ECOWAS

## Regional Strides to Tackle Youth Unemployment

In the coming years, the world will need to create some 40 million new jobs each year for new market entrants, in addition to absorbing the 200 million who were unemployed in 2012 (of which 75 million were young people aged 15 to 24). In response to the challenge, the Economic Community of West African States (ECOWAS) hosted a regional stakeholder's workshop in Accra - Ghana from 7th to 10th May 2013 for member states with the view to building the capacity of member states to develop National Youth Employment Action Plans.



The regional training workshop brought together 27 representatives from 14 ECOWAS member states. The training was an opportunity to develop the right regional framework to effectively address the challenge of youth unemployment and promote decent work in the region. The ILO was invited to participate in this process in order to share lessons from good practices in other countries and share the ILO guidelines for the preparation of National Action Plans on Youth Employment. ECOWAS member states recognize youth employment as a cross cutting problem that requires overcoming existing structural barriers such as duplication of roles and responsibilities by different agencies and confront poor coordination on youth employment programmes especially lack of inter agency coordination committees.

These structural challenges do not only undermine the level of action on youth employment but they increase the struggle for control of resources meant for youth employment programmes. Some of the common challenges faced by the young people are the

difficulties in accessing funds, under developed entrepreneurial culture and poor public financing mechanisms.

Access to funds among young people for business development and entrepreneurship is undermined by lack of collateral, high default rate and a weak recovery mechanism. This is further exacerbated by lack of appropriate education and skills training the skills mismatch makes it difficult for young people to overcome barriers to enter and remain in the labour market.

In developing the National Action Plan delegates recognized the need to review past policies and programmes that have ability to affect and generate employment for youth while at the same time support improvements in generating labour market information. The delegates acknowledged the need to understand youth employment trends viz-a-viz skills, the school to work transition, lack of work place competencies, low employability, lack of entrepreneurial and financial skills.



# ILO partners with The Junior Reporters - The Launch -

The ILO Youth Employment Project partnered with The Junior Reporters to come up with the first issue of the youth driven publication, which was dubbed the 'Work Issue', as it focused on the world of work and looked at youth participation in the labour market.

Seventeen in-house-trained young women and men aged between 14 and 19 years old developed the first issue of The Junior Reporters, which was launched on May 16, 2013 at TopFloor in Lusaka. Work on the Junior Reporters project started in February 2013 with mentors Roberta Muchengwa, Brenda Bukowa and Anthony Lupeke for the first publication. Swedish Postcode Lottery is providing funding for a year, which should produce four issues with each publication being developed by a new team of junior reporters.

The magazine was started in an effort to ensure that the voices of the youth are not overlooked in Zambia's development agenda in view of the fact that children get fewer opportunities than adults to make their voices heard in public discussions. The magazine is upholding the 12th Article of the UN Convention on the Rights of the Child which states that young people have the right to express their opinion and to be heard in all matters that affect them. The Junior Reporter magazine aims at giving a voice to young women and men in Zambia, to inspire them into making a difference to the development of their society and build their confidence to take part in the public debate.

Speaking at the launch of The Junior Reporter in Lusaka, Director and Publisher Johan Rahm noted that young people have shared both challenges and opportunities related to career development and the labour market in the inaugural issue of the magazine.



Mr Martin Clemensson, ILO-Lusaka Country Office (Zambia/Malawi/Mozambique) gracing the launch of The Junior Reporters.  
e-Nchito



Madam Lena Nordström, Ambassador of Sweden, presenting a speech.



Permanent Secretary (Ministry of Education) Dr Patrick Nkanza.



Mr John Banda, ILO Lusaka, National Youth Coordinator - Youth Employment



Mr Johan Rahm, The Junior Reporters Director





Permanent Secretary (Ministry of Education) Dr Patrick Nkanza. (left), Madam Lena Nordstrom - Ambassador of Sweden (mid), Second Lady Charlotte Scott (right) and Martin Clemensson ILO-Lusaka Country Office Director (second row - left).



ILO - Lusaka representation at the launch (L-R) John Banda, Barnabas Mwansa and Mukatimui Chabala



Cultural dancers entertaining the audience



Second Lady Charlotte Scott (3rd from left), Junior Reporters mentor Antony Lupeke (2nd from left) and some of the junior reporters.



Part of the audience at the launch of The Junior Reporters

Permanent Secretary (Ministry of Education) Dr Patrick Nkanza, Madam Lena Nordstrom - Ambassador of Sweden, Second Lady Charlotte Scott, Ministry officials, representatives of the diplomatic community and from NGOs graced the launch.

Lena Nordström, Ambassador of Sweden expressed her hope that Junior Reporters will be a platform for the concrete expression of young people's views and will contribute to making the rights of children and the youth a reality in Zambia.

The theme for the first publication, which was co-opted in partnership with ILO, focused on (youth) employment and highlights challenges faced by young people including the high rate of school dropouts and secondary school leavers with limited employment opportunities.

The young people that contributed to the first issue pointed out that the development of the nation should include the voices of the young generation.

ILO Youth Employment project National Coordinator, John Banda expressed happiness in the collaboration with The Junior Reporters team. Mr Banda shared that ILO has a mission of placing issues related to youth employment on the national dialogue and information platforms such as The Junior Reporters to disseminate information about the labour market to young people.

Since 2009, the ILO in Zambia has supported national youth employment objectives through two technical cooperation projects. The current Youth Employment project which has been in place since July 2012 is supporting a number of youth employment initiatives including the development of the National Action Plan on Youth Employment.



The first team of The Junior Reporters, Mwenya Mwamba expressed her focus on versatility of love for learning and writing as The Junior Reporters Deputy Director Magdalena Hansson (right) listens.



# Creating Youth Employment Through Art

## IYES: Improve Your Exhibiting Skills

The ILO Youth Employment project in partnership with the National Arts Council organized a workshop on Improve Your Exhibiting Skills (IYES) from 25-27 June 2013 in Livingstone at Livingstone Institute of Business and Engineering Studies (LIBES). A total of 34 participants from the creative industries were trained on how to exhibit their goods and services as part of preparations for their participation during the United Nations World Tourism (UNWTO) 20th General Assembly co-hosted by Zambia and Zimbabwe from 24th to 29th August 2013.

The participants, drawn from Lusaka and Livingstone, were practicing art in music, visual arts, theatre (drama) and crafts. Director of Tourism, Ms Francesca Chisangano Zyambo graced the launch on behalf of the Minister of Arts and Tourism Honourable Sylvia Masebo. She informed the participants that the UNWTO General Assembly is the world's biggest tourism assembly and is expected to attract over 5 000 participants from the 180 member countries. This is the second time that the UNWTO General Assembly will be hosted in Africa.

Apart from the delegates attending the conference, the General Assembly will also attract media houses and tourism agencies from all over the world, thereby providing a business opportunity for artists in the tourism sector, including Micro Small and Medium Entrepreneurs (MSMEs), to market their



Music .... Visual arts .... Theatre (Drama) .... Crafts





products.

The objective of the IYES training was to enable entrepreneurs operating in the creative industry to make the best use of trade fairs for increased market access, business growth, and personal empowerment. The training was delivered with a view to building participants' capacity to acquire and improve knowledge, skills, and attitudes relating to marketing and running their businesses.

Government commended the initiative by the ILO and National Arts Council to empower young men and women with exhibiting skills. Ms Zyambo commended the initiative by the ILO and National Arts Council to empower young men and women with exhibiting skills.

Ms Zyambo assured the participants that the Ministry of Tourism and Arts will continue to support the young people in the creative industry and would set aside space for the trained youths to exhibit their products during the UNWTO General Assembly. The Ministry of Tourism and Arts in partnership with ILO has plans to help the participants acquire the materials needed for their participation during the UNWTO activities.

At the close of the three-day workshop, LIBES Principal Mr Tom Kalantiya expressed his joy at being able to interact with young entrepreneurs from the creative industries who have taken up the challenge of building a career out of art.

Prudence Maliwe gave a vote of thanks on behalf of her fellow participants explaining how their participation would be greatly enhanced by the IYES training they had received.



Music .... Visual arts .... Theatre (Drama) .... Crafts





# Strengthening Rural Youth Employment Opportunities in ICTs and Agriculture in Southern Africa - SOFIA -

A youth led initiative focusing on promoting youth employment and innovation in agribusiness was launched in Swaziland on 9th April 2013. This project is unique because it is a youth driven initiative initiated by a young women and men from the Ndola Youth Resource Centre (NYRC) on the Copperbelt Province of Zambia. The SOFIA (Strengthening Rural youth employment Opportunities in ICTs and Agriculture in Southern Africa) Project was designed as an integrated approach that addresses both policy issues and capacity building activities around promoting the use of ICT in agriculture among young women and men in Malawi, Swaziland and Zambia.

The project will support youth training centres and young farmer groups to make effective use of ICTs to enhance employment and business opportunities. The project is supported by the Centre for Agricultural and Rural Cooperation (CTA), Netherlands and will be implemented by NYRC in Zambia, LULOTE in Swaziland and Farmers Forum for Trade and Social Justice (FAFOTRAJ) in Malawi.

The project will run from December 2012 to December 2015 and will focus on the following

four results:

- i. The capacity of 9 youth training centres and 9 young farmer groups are built/strengthened in ICT for ARD;
- ii. Youth-led ICT for agriculture and rural development initiatives are identified, documented,
- iii. The awareness of at least 300 Southern African youth on agriculture issues and ICT use is strengthened and opportunities in agriculture promoted;
- iv. Favourable policies for using ICT to improve youth employment are identified and promoted.

Following the launch, a planning meeting was held to identify strategies for identifying and engaging partners in each of the three countries that will be engaged in implementation. The ILO has been identified as a strategic partner as the project will use a number of ILO business and entrepreneurship development tools to train the young agribusiness women and men.

For more information, visit:  
<http://nyrcz.org/>



**“The project will support youth training centres and young farmer groups to make effective use of ICTs to enhance employment and business opportunities.”**

# Opportunities for Young Entrepreneurs

The Southern Africa Innovation Support (SAIS) programme, funded by the Finnish Ministry of Foreign Affairs, is a four-year pilot project which seeks to guide innovation in Southern Africa. The programme supports collaboration between the innovation systems of African countries in order to create a positive impact on economic and social development in the region.

There are four (4) key components of the SAIS programme:

1. Establishing sustainable knowledge-sharing networks for innovation support and partnerships;
2. Building capacity via strengthening human capacity related to innovation;
3. Adapting and replicating selected best practices, projects and initiatives, that support practical outcomes; and
4. Building institutional and operational elements of the systems of innovations on a national and regional level.

In each country SAIS is represented by a partner institution that has a dedicated SAIS country coordinator located at the institution. In Zambia, this partner institution is the National Technology Business Centre (NTBC).

SAIS frequently runs competitions inviting innovative ideas from people including young women and men in the countries covered by the programme, please visit their website for more information <http://www.saisprogramme.com/>

## CYP

The Commonwealth Youth Programme Regional Centre for Africa is located in Lusaka, Zambia and is one of four centres established to serve the member countries of the Commonwealth. The Africa Centre responds to youth development in 21 countries of the Commonwealth including Cyprus, Malta, and United Kingdom. These 21 countries together have a total population of 347, 339, 251 million people.

The CYP Secretariat aims to give young people access to opportunities and build them into agents of change among the peers and in the wider world of youth development. This is done by creating and supporting the conditions under which they can act on their own behalf, and on their own terms, rather than at the direction of others. For more information on opportunities to engage with CYP visit their

website:

<http://www.thecommonwealth.org/subhomepage/152819/>

or the Facebook page:

<https://www.facebook.com/groups/cypafrica/?ref=ts>

## CEEC

The Citizens Economic Empowerment Commission (CEEC) is a body corporate which was established by the CEE Act whose mandate is to promote broad based and equitable economic empowerment of citizens that are or have been marginalized or disadvantaged and whose access to economic resources and development capacity has been constrained due to various factors such as race, sex, educational background, status and disability. The CEEC manages a revolving that is used to fund business plans that fall under the Commission's strategic areas and young people who meet the laid down criteria are also eligible for consideration. For more information on opportunities at CECC visit their website:

<http://www.ceec.org.zm/>

## NTBC

The National Technology and Business Centre (NTBC) was established with the main objective of linking developed and proven technologies from various local and international sources with the local technology seekers. The Technology Information Resource Centre (TIRC) is a facility put in place by the NTBC to help meet the centre's challenge to provide leverage for the formation of businesses that involve innovative and efficient products and services. The TIRC provides entrepreneurs and innovators with technological information in order to facilitate commercialization of innovations and technology transfer.

Another initiative undertaken by the NTBC is the Graduate empowerment Scheme (TGES) which aims to empower and motivate technical and vocational skills training graduates to start small businesses. The TGES is an initiative under the NTBC and is implemented in partnership with TEVET.

For more information on opportunities at NTBC visit their website:

[http://www.ntbc.co.zm/index.php?option=com\\_content&view=article&id=82&Itemid=57](http://www.ntbc.co.zm/index.php?option=com_content&view=article&id=82&Itemid=57)

and; <http://www.ntbc.co.zm/tirc/>



## Former youth street vendor now owns Art Centre



Some of Peter's artefacts

After going through the harsh corridors of life as street vendor, 28 year old youth, Peter Mtonga, thought it wise to use his talents as an entrepreneur in the world of art.

He runs a registered business Mtonga Art Centre in Livingstone, and was one of the young people from the creative industry that participated in the ILO Improve Your Exhibiting Skills (IYES) training held in Livingstone in June 2013. Peter did his primary education at Kafue Bridge Primary School and only went as far as Grade 9 at Kitwe's Chamboli High School. He joined Twapya Youth Arts and Crafts (TYAC) in 2000 and is now a member and Vice Chairman of the Association.

Peter enjoys his work as an artist and his style involves mosaic (seed and stone), collage, sculpture (carvings), oil and acrylic paintings. Through working as an artist, Peter is able to support his family.

Prior to the IYES training, Peter participated in the International Trade Fair in Ndola and the Agricultural and Commercial Show in Lusaka. He firmly believes the skills he gained at the IYES training will improve his future participation starting with the UNWTO exhibitions.



Peter explaining to the Director of Tourism, Ms Francesca Chisangano Zyambo at the ILO's IYES workshop in Livingstone



Peter sharing ideas with Alina Mateke at IYES



Artist Osqar Nyaywa admiring Peter's artefact





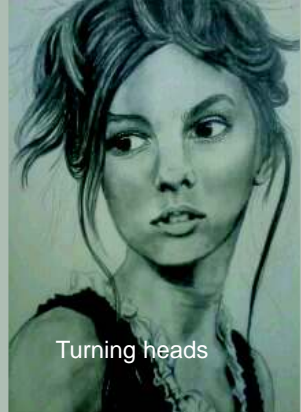
# Creations Beyond Lines and Dots to Create



Together forever



The scarved lady



Turning heads



Love in the African sun



My little girl



Passion

Another young person that participated in the ILO Improving Your Exhibiting Skills (IYES) training was Alina Mateke who described her attendance as 'exciting'. Alina said, "My first mindset when I came was this is not art and doesn't seem interesting. But these past few days have been so interesting, educative and fun. Artists are so entertaining. Because of their creative nature they all have different yet interesting ideas. On a broad base of art, there are performers (drama and dance), musicians, crafts people, visual artists and others. I learnt so much just from socializing with the different groups and hearing different ideas from various artists".

Alina continues, "Although producing art is entertaining and marketing may not be so entertaining, it is extremely necessary and even if you are a great artist, if you do not market your work, no one will know what you have. ILO has managed to prove to me that marketing can be interesting and entertaining."

Alina's interest in art started in 2001 and has been perfecting her skill over the years by learning from other artists and from her own mistakes.

Alina, born in 1995, the first of three children, has lived in Livingstone her whole life. Her mother -

Clare Mateke, also an artist - is a source of her inspiration, guidance and motivation in each one of her new paintings.

When Alina's interest in art grew at secondary school she joined an art club

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and learnt a number of techniques, especially with advice from art teachers. However, she never took classes in art but wrote it for her final exam and managed to do quite well. Her interest lies in fine art and most of her works are based on photos or pictures which she paints on board and canvas. She has also done a few abstracts, including some animals and human portraits.

Most of the paintings take her a few days doing a little bit each day. Recently, she has been working with a lot of pencil and charcoal on

paper. Most of these are portraits and take a little over 8 hours to complete although the time varies from one picture to another. She says she enjoys doing portraits because she loves seeing a simple outline turn into a person, with eyes, with a mouth, with soul...

"When I complete a piece of work I feel as though I have brought it to life. It looks and breathes. It's real. That's why I am always eager to start a new piece of work. To create something beyond lines and dots, to create something that would cause people to look again - just because".

The budding artist performed well in school academically and so a lot of people discouraged her from practicing her art form saying it was a waste of her brains. Alina believes art is not to be looked down upon as something people do when all else fails. She believes that art is just as good as law, medicine or teaching. It can be both profitable and incredibly fun. If one's interest and passion are strong enough, the possibilities are unlimited.

While Alina has participated in an exhibition before, she is confident that the skills she acquired in the IYES training will significantly improve her participation in subsequent trade fairs and exhibitions.

# Youth Participation in Policy Development

## National Youth Policy Review - National Consultations

Following the successful launch of the national youth consultations to review the National Youth Policy at Barn Motel in Lusaka on 4th June, 2013 by the Minister of Youth and Sports, Honourable Chishimba Kabwili, three subsequent regional consultative meetings were held to allow young people from all parts of the country to participate in the review of the policy. These consultations were held in three provincial headquarters, Ndola for participants from the Copperbelt and North Western provinces, Kasama for participants from Muchinga, Luapula and Northern Provinces and Livingstone for participants from Southern and Western provinces. In Ndola the national youth consultations were held from 13th to 14th June, 2013. Livingstone and Kasama consultation ran parallel from 17th to 18th June, 2013.

Following the consultations, the young people from Western and Southern Provinces prepared a communiqué presented by, Prince Mayamba a representative from Western province and Nosiku Kalanga for Southern Province. Recommendations contained in the communiqué included;

1. The Government through the Ministry of Commerce, Trade and Industry should create a conducive environment where youth participation in private sector development is encouraged and promoted through a clear framework and work plan that encourage decentralization and wealth creation among the youths
2. The government should

come up with the deliberate policy that enables easy access to land, ownership and acquisition of agriculture inputs to enable young women and men participate in agriculture development activities (e.g., formation of youth cooperatives)

3. There must be a majority youth representation on all economic and empowerment boards and committees responsible for youth developmental and empowerment programs.
4. The Government must establish national and provincial schemes in apprenticeship and internship so as to enable youths acquire skills that will increase their employability and gain experience that will ease their entry into the labour market.
5. Study loan schemes should not only apply to university students but also to technical and vocational training institutions including all other higher learning institutions in order to improve access skills training opportunities among the youth<sup>6</sup>. All young people must have equal access to quality education which should be inclusive. Additionally, there is need to revise the school curriculum to include life skills, entrepreneurship, ICT, HIV/AIDS and other cross cutting issues so as to enable

self-reliance among the youth

7. The Government should improve access to and facilitate the functionality of Youth Friendly Corners in all health facilities and to promote sexual reproductive health rights in institutions of learning
  8. The Government should create and promote all aspects of culture, sport and creative industries and encourage youth participation in protecting the national heritage
  9. Mainstream all cross cutting issues (such as, gender, disability, HIV/AIDS, youth participation, human rights and the protection of the environment) in youth development issues
  10. The Government should create a platform where youth are free to air their views and participate in the public affairs of the nation without the fear of threats and interference from the Government
  11. The Government should build infrastructure in rural areas in order to curb the developmental imbalance between rural and urban youth with regards to education, enterprise development and other youth development opportunities
- © *The Government should adopt the proposed structures for effective youth management and coordination at all levels.*



# Participatory Gender Audit - Ministry of Youth and Sport -

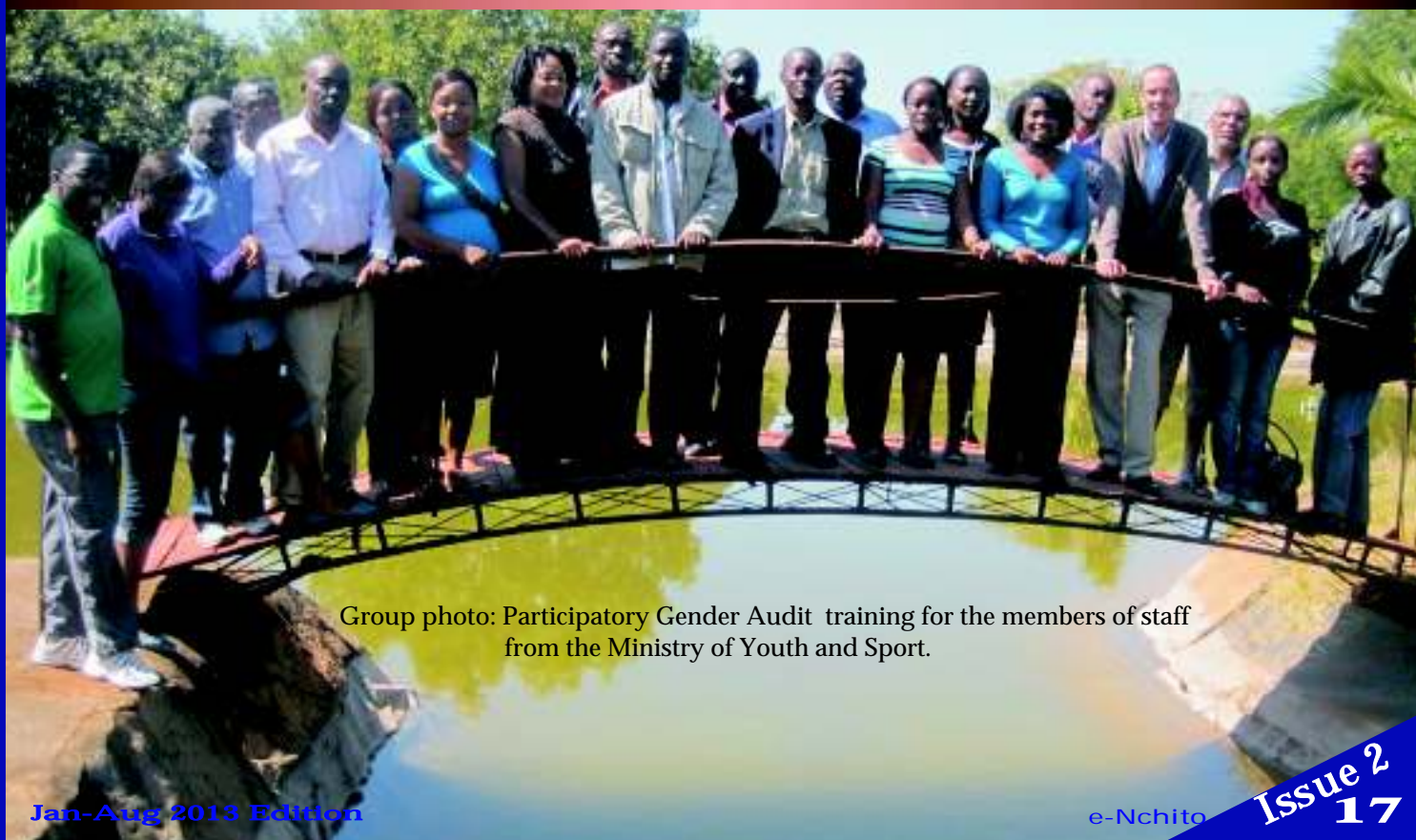
In May 2013, the ILO facilitated a Participatory Gender Audit (PGA) training for 18 staff from the Ministry of Youth and Sport. A PGA is a process that promotes organizational learning through mainstreaming gender practically and effectively. The ILO developed a tool to guide the process based on a participatory methodology.

Using this participatory self-assessment methodology, gender audits take into account objective data and staff perceptions of the achievement of gender equality in an organization in order to better understand concrete and unsubstantiated facts and interpretations.

Key aspects in conducting a gender audit are:

- ❖ Establishing a baseline
- ❖ Considering whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed.
- ❖ Monitoring and assessing the relative progress made in gender mainstreaming.
- ❖ Identifying critical gaps and challenges.
- ❖ Providing recommendation on ways of addressing them and suggests new and more effective strategies.
- ❖ Documenting good practices towards the achievement of gender equality.

*Following the training, the Ministry staff prepared an action plan on how the Ministry would go about conducting the PGA which is scheduled to be conducted for three weeks in July 2013 and the report of the audit would be finalized shortly afterward. The audit will allow the Ministry to recognize gender equity deficits in their structures and processes. The gender auditing skills they gained will further enable them to mainstream gender in the design and implementation of future youth development programmes.*



Group photo: Participatory Gender Audit training for the members of staff from the Ministry of Youth and Sport.



# Inter-Generational Dialogue - Engaging the Youth in Africa

Over 300 youths young men and women drawn from all regions of Africa gathered, on Friday 24th May 2013, at the historical Africa Hall in Addis Ababa to celebrate 50 years of African Unions formerly called the Organization of African Unity (OAU). The young people had the privilege of interacting with some current and former African Presidents in a face-to-face inter-generational dialogue.

The dialogue allowed the very dynamic and knowledgeable young people to clearly outline their views on the kind of Africa they would want to see in 2063 when the AU celebrates 100 years and their expectations for the well-being of the African youths within the present and future context.

50<sup>th</sup>  
Anniversary

**at the African Union**



First Zambia's Republican president Dr Kenneth Kaunda with some delegates at the 50th Anniversary of AU in Addis Ababa, Ethiopia.

Seven leaders took part in the debate moderated by renowned BBC TV anchor and journalist, Zeinab Badawi. They are: the Prime Minister of the Federal Democratic Republic of Ethiopia, the Presidents of the Republic of Senegal, the Republic of Liberia, the Republic of Zambia; the Republic of Kenya, the Vice President of the Republic of Botswana and the Foreign Affairs Minister of the Islamic Republic of Mauritania.

The youths called on their leaders to listen to them and to create platforms where youths issues can be raised and take into account their contributions to the

development efforts of their nations. They called for the African Union to create mechanisms that can facilitate their communication with African Leaders and the rest of the continent. They showed interest in the use of existing means and tools of communication especially the New Technology of information and the social media to enable them reach out to their leaders with the support of the AU Commission.

*(Excerpt from the AU Press Release N°29/21st AU SUMMIT)*

## “Youth Migration: Moving Development Forward”

The theme for 2013 International Youth Day (IYD), which falls on August 12, is “Youth Migration: Moving Development Forward” and it coincided with the launch of the 2013 World Youth Report. The IYD in Zambia was officially launched by the Deputy Minister of Youth and Sport, Honourable Stephen Masumba on Zambia National Broadcasting Corporation (ZNBC) television on Sunday 11th August 2013.



The following day, over 100 youths (photo above) attended the first coordinated IYD celebrations in Lusaka. The commemorations were kicked off by a march past that began at Arcades and ended at the Commonwealth Youth Programme Regional Centre for Africa (CYPRCA) where the youths gathered and addressed by representatives from the Ministry of Youth and Sport and the UN agencies.

Mr James Odit, the CYP Africa Regional Director, expressed CYP's pleasure to be part of the important day in the world of youth development. He expressed the CYP's commitment to continue supporting the youth within and outside the Commonwealth borders as they migrate in search of social, economic and cultural

opportunities.

On behalf of the UN system in Zambia, Mr Martin Clemensson, ILO Country Director - Zambia/Malawi/Mozambique - shared with the youths the various interventions currently undertaken in Zambia and around the world by the UN system to support the smooth migration of young people from one place to another. He also mentioned the important work being done on the prevention of

exploitation of all migrants including young people, pointing out that migration involves both opportunities and risks.

Ms Agnes Musunga,

Permanent Secretary in the Ministry of Youth and Sport assured of the Government's support to the youths as they embark on their life journeys both inside and outside the country. She encouraged them to be mindful of the many opportunities that life places in front of them and use them wisely because their future will

depend on how they utilised or squandered the opportunities that come in their path.

Some young people who have had experiences with internal and cross border migration were also present to share their stories with fellow youths. They spoke on a number of pull and push factors that influence young people's decision to migrate from their home towns and countries. For most them, the search for employment opportunities is one of the greatest drivers of both internal and cross border migration. The 2013 IYD commemoration was more interactive and the young people in the audience asked about what motivates young people to migrate and the challenges they face in doing so.

The commemoration of IYD in 2013 was the result of the joint effort of a number of development organizations among them the United Nations (UN) agencies led by the ILO, International Organization for Migration (IOM), and UNFPA, the CYPRCA, Junior Chamber International, Restless Development and the National Youth Development Council.



High table: Mr Martin Clemensson (ILO - Lusaka Country Director), Ms Agnes Musunga (Permanent Secretary in the Ministry of Youth and Sport), Mr James Odit, (CYP Africa Regional Director) and Mr Collins Mulonda (Director of Youth Development)



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