



Framework for Action

Co-Chairs

H.E. Mrs. Suzanne Mubarak

Hon. William J. Clinton



BIBLIOTHECA ALEXANDRINA

مكتبة الإسكندرية

September 7-11, 2002

Bibliotheca Alexandrina

EGYPT



The Youth Employment Summit

Framework for Action

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Alexandria Youth Employment Summit

A World of Employed Youth

A Vision of young people building their
communities, nations and sustaining their
environments



Bibliotheca Alexandrina



Education Development Center Inc.

*The future promise of any nation can be
directly measured by the present prospects
of its youth*

— John F. Kennedy

*Never doubt that a small group of thoughtful,
committed citizens can change the world;
indeed it is the only thing that ever has.*

— Margaret Mead

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Welcome

from

H.E. Mrs. Suzanne Mubarak



*Alexandria, Egypt
7 September, 2002.*

Welcome

Dear Summit Delegates

It is a pleasure to welcome you all to Egypt, and to the Bibliotheca Alexandrina, which before it is formally inaugurated next month is already fulfilling its promise by reaching out to the thousands of youths around the world, and to bring the best minds in the world to reflect on a momentous problem of our times: How to ensure sustainable livelihoods for a generation of young people who are coming of age in the era of globalization and the knowledge based economy.

The enormous energies of youth must be given the opportunity to be channeled to constructive and sustainable activity. So we meet in Alexandria to assess our achievements and confront our shortcomings... to build on experience gained and lessons learned, to forge a coalition of the caring to support youth become the artisans of their own future.

The meeting comes to crown a long effort leading up to it. Literally thousands of young people and hundreds of experts have been meeting in over sixty countries -- not to prepare learned documents about what failed ... but to identify what works. With youth themselves in the vanguard, they shared experiences, confronting problems and daring to dream and invent solutions to overcome the obstacles. These YES country networks are the key instruments for the decade long campaign to keep the world focused on the needs of youth and to create hundreds of millions of opportunities for sustainable livelihoods for youth all over the world.

I look forward to our deliberations, and ...

I bid you all welcome to Egypt, land of timeless hospitality and achievement,

I bid you all welcome in the Bibliotheca Alexandrina, a most suitable venue for such a world-wide gathering seeking the betterment of youth opportunities in the era of the knowledge based economy, and

I bid you all welcome to this meeting, which will be much more than a meeting...

...for from this meeting, we intend to launch a campaign to reach the unreached, remember the forgotten and include the excluded and to open doors of opportunity for the talents of a younger generation to create a better future for themselves and a better world for all.

Suzanne Mubarak
Co-Chair of the YES 2002 Summit
Chair of the Board of Trustees of the Bibliotheca Alexandrina

Welcome
from
Hon. William J. Clinton



OFFICE OF
WILLIAM JEFFERSON CLINTON

August 29, 2002,

Dear Summit Delegates:

It is a pleasure to welcome you to the world's first ever global Youth Employment Summit. How fitting that you gather today at the site of the ancient Library of Alexandria -- still recognized as the world's first and finest center of learning and innovation -- to develop a plan to eradicate one of the most persistent problems of our time: youth unemployment.

I am personally very grateful to you for accepting our invitation and taking the time to be here to engage in dialogue and together launch a decade-long campaign of action for youth employment. Those assembled here and those working hard on the issue of youth employment throughout the world are sure to find inspiring ways of making this campaign for youth employment a great success.

The Framework for Action that you are adopting closely mirrors the UN Secretary General's High Level Policy Network's recommendations, which advocate for the four E's: Employability, Equal Opportunities, Entrepreneurship, and Employment Creation. In this year of the World Summit on Sustainable Development, we should also consider a fifth E, Environmental Sustainability.

Each and everyone of us must assume a personal responsibility to embrace a new spirit of global collaboration for building secure communities full of productive work for young people. For any one of us to succeed, we must all succeed as one world.

When I was young, my mother thought me that, if I worked hard, there was no barrier I could not overcome. It was that conviction, a desire to do good, and her faith in me, which brought me eventually to the White House. My message to you is simple: there is no barrier that you cannot overcome.

Thank you again for your remarkable contribution in service.

Bill Clinton

Letter from
Dr. Ismail Serageldin
on behalf of the
YES Organizing Committee

Welcome to the YES 2002 meeting in the Bibliotheca Alexandrina. It is particularly fitting that this meeting should be taking place in this venue, where the scholars of the ancient world mapped the heavens, organized the calendar, established the foundations of science and pushed the boundaries of our knowledge as they unleashed the human mind on myriad quests. They opened up the cultures of the world, established a true dialogue of civilizations, promoted rationality, tolerance and understanding and organized universal knowledge. They tried to create a better world, and they cared about youth, and taught them the best knowledge of their time.

Today, we meet on the same spot as concerned human beings committed to create a better world by empowering youth from all over the earth to take charge of their own lives... We meet to exchange ideas and explore what works, we meet to lay down the foundations of the future network of networks that will link coalitions of the caring in every country.... These YES country networks bring together committed individuals, who will lay the foundations for promoting the mutually reinforcing actions so necessary to open avenues for the talents and abilities of youth.

It is our hope that out of this place, the spirit of Alexandria will carry into the decade long campaign we seek to launch. That as of old, the spirit of Alexandria will travel far and wide, carried by the young ambassadors of every country that have come together for one magical week to create a valuable pool of shared knowledge and experience, and forge bonds of a common humanity

*Ismail Serageldin
Librarian of Alexandria
Chair of the YES 2002 Organizing Committee*

Preamble

Meeting in Alexandria, Egypt, we, the participants in the Youth Employment Summit, commit to the vision of a world in which all young adults, especially youth facing poverty, have productive, decent and sustainable employment. To achieve this vision, we will work to ensure that by 2012 every country has a targeted youth employment strategy in its national policy agenda and has a network of individuals and institutions committed to sustainable employment for youth.

We recognize, support and promote the commitments and goals of the international community with respect to achieving productive, decent and sustainable employment for all youth, most notably through the UN Millennium Goal #16, the UN Youth Employment Network (YEN), Youth Ending Hunger, the FAO Special Programme for Food Security, the Microcredit Summit, and the Beijing World Conference on Women.

The Challenge of Youth Unemployment

There are a billion youth on the planet, eight hundred and fifty million in developing countries. One of the greatest challenges facing the world is to generate productive work opportunities for young people, ages 15-30, who bring rising expectations for employment opportunities and lifestyles comparable to those found in industrial economies. Without such opportunities, thwarted expectations can become the breeding ground for global discontent. A targeted and timely intervention for youth employment is urgently required to resolve a rapidly building global crisis.

Youth unemployment rates are almost always at least double the adult rate. In Algeria the official unemployment rate is 29%. However, the youth unemployment rate is estimated to be as high as 70%. In Iran, youth account for 70% of the population, and about 760,000 youth enter the Iranian labor market each year, putting enormous pressure on the ability of the economy to meet these demands. Similar figures can be cited for Asia, Africa and Latin America. The problem is not confined to developing countries. A stark example is Italy, a member of the Group of Seven largest economies, where 30.1% of the 20-24 age group was unemployed in 1998.

Between now and 2010, 700 million young people will enter the labour force in developing countries (more than the entire labour force of the developed countries in 1990). The International Labour Organization projects more than a billion jobs will need to be created to accommodate these new workers and reduce unemployment. If a concerted effort is not focused on this particular age group, the problems will only multiply as these undirected and unfocused youth mature into adults who have no stake in the societies in which they live. Conversely, by harnessing the potential of these youth, the world can benefit enormously from a new wave of civic participation and intellectual creativity.

Introduction to 5 E's

The Secretary General high level policy network for Youth

Employment has recommended 4 E's –

Employability

Employment Creation

Equity (Equal Opportunity)

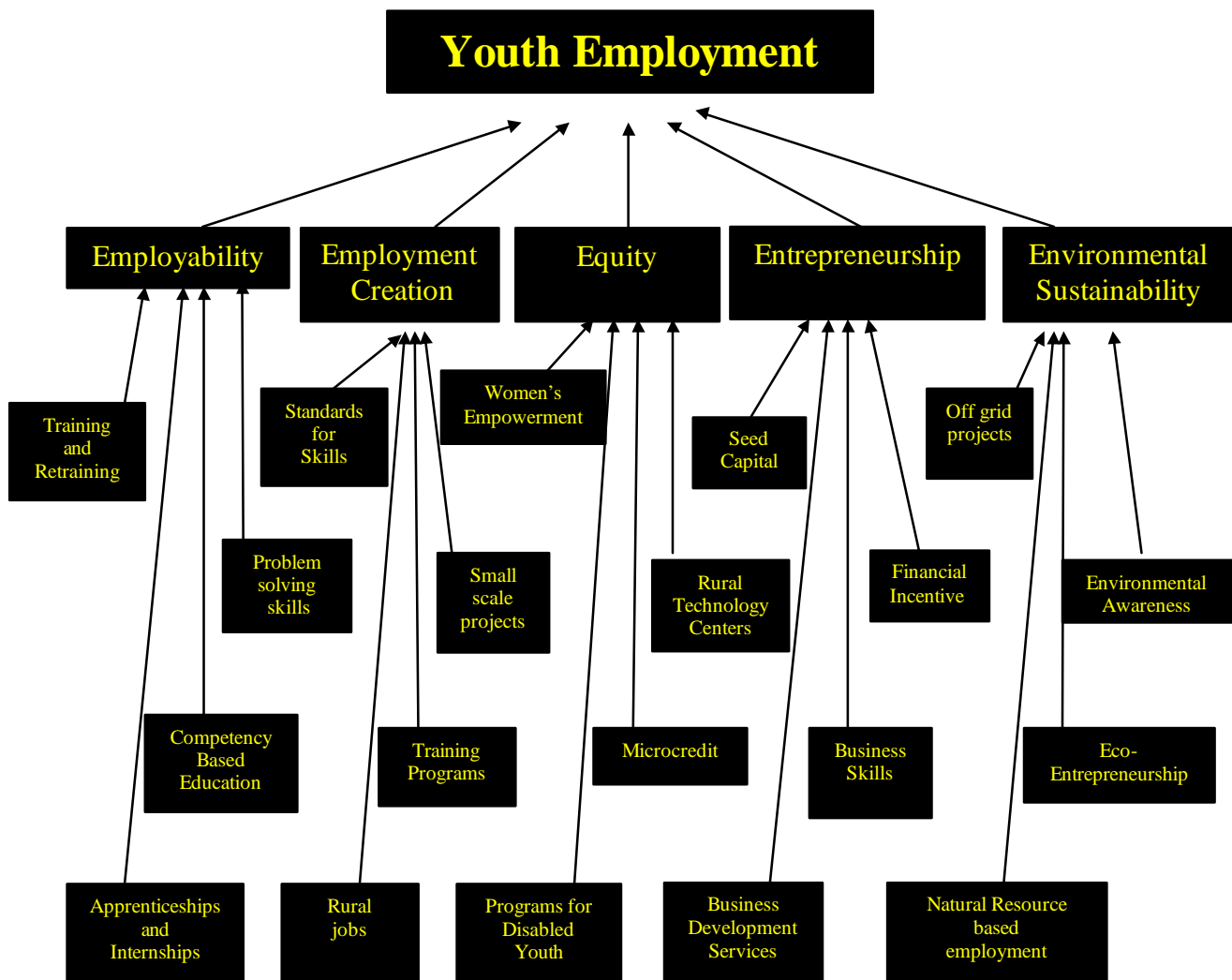
Entrepreneurship

YES has, in the year of the World Summit on Sustainable

Development, added a fifth E –

Environmental Sustainability.

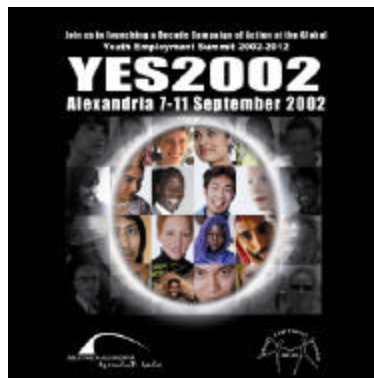
The 5 E's will lay a basis for the Campaign



1. Employability

YES Theme

Education for Work
Transition to Work



Young people with access to education and training such that they acquire the skills needed to find productive employment or work towards self-employment

‘What Works’

- ? Providing skills for life long learning and training.
- ? Developing an education system that integrates academics and ‘on the job’ training - such as apprenticeships and internships - in addition to traditional education.
- ? Creating an education system that provides problem-solving skills as part of the curriculum.
- ? Creating ‘competency-based’ education, where appropriate, in rural communities
- ? Offering incentives for employers to provide opportunities for upgrading workers skills.

Illustrative Examples

National training system in Germany

The German Dual System was set up as a national training system. Under this system, Germany transferred nearly 70 percent of its secondary school students from full time secondary school to working as apprentices, in more than 300 manufacturing and service sector occupations. This system requires that the students work 3 or 4 days a week under an employer's mentorship, and attend school only 1 or 2 days a week to receive traditional education like mathematics, science, social studies and languages. This dual system led to a very low youth unemployment rate in Germany in comparison to countries worldwide. In addition, this system has led to a youth unemployment rate well under the average unemployment rate.

Basic Skills Program in Egypt

The Association of Future Generation is a non-governmental organization established in 1998. It set up a 'Basic Employment Skills Program for Youth' in 2000 to help graduates entering the labor force gain behavioral, managerial and organizational skills. Under this program, young people are provided with basic training in computer skills, accounting, sales, resume writing, learning how to work as a team, and a knowledge of English. The 'Basic Skill Program' has been very successful with more than 5000 youth being trained to enter the workforce.

Join us in launching a Decade Campaign of Action at the Global
Youth Employment Summit 2002-2012

YES2002

Alexandria 7-11 September 2002



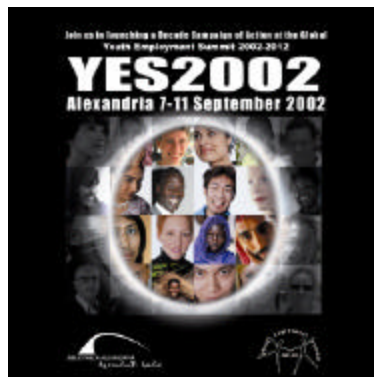

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2. Employment Creation

YES Theme

Government Policy
Private Sector Partnership
Rural Development
Investing in Youth
Employment



Policies that encourage a vibrant private sector and public-private partnerships to provide an enabling environment for investing in technology, education, infrastructure development, trade and on-farm/off-farm employment opportunities. It includes a focus of employment led economic growth

‘What Works’

Adopting nationally recognized, industry-wide skills standards

- ? Using infrastructure maintenance and small scale local community projects to provide job opportunities for youth and train them on the job
- ? Investing in joint public-private training programs to support employers in upgrading the skills of their workforce.
- ? Matching natural resources base with appropriate skill-sets and opportunities for sustainable livelihoods to foster self-reliance and stem urban migration

Illustrative Examples

Training Vouchers in Paraguay

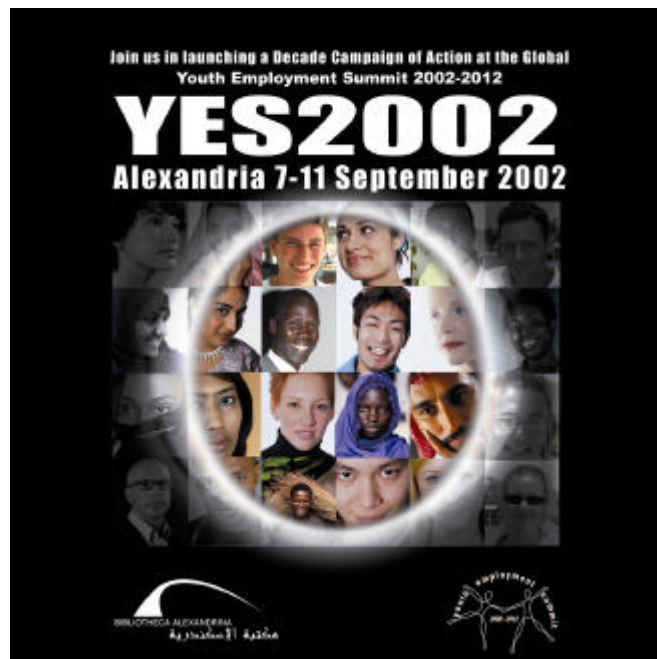
The Paraguay voucher program, first financed by the IDB in 1995, was designed to stimulate the market for practical training by reducing risks for consumers as well as producers. Under this training voucher system microenterprise owners and their employees were eligible to receive up to six training vouchers per enterprise. The vouchers carried a fixed monetary value and could be used as partial payment for training services at any participating institution. The Paraguay voucher program has provided over 30,000 vouchers to approximately 13,700 micro enterprises that purchased training from over 40 primarily private sector suppliers. Training institutions were also screened before entering the program. Institutions had to be legally allowed to provide training services, and in addition to the requirement that institutions have adequate facilities, materials, and instructors, it was necessary for them to have prior experience in conducting the type of training they proposed to offer to voucher clients.

The Training Vouchers program produced an overwhelming response and attracted international attention because it successfully increased demand for training. Providers of training, microenterprise owners, and employees who were trained benefited greatly from this program. One of the reasons for the success of this program was that it eliminated the risk associated with paying for training before it was possible to assess the benefits of that training. A result of this program was employment generation through additional training.

Agency of Youth Employment and Care, Egypt

The agency was established with the purpose of overcoming unemployment problems of youth who also need constant care. The objective of the agency

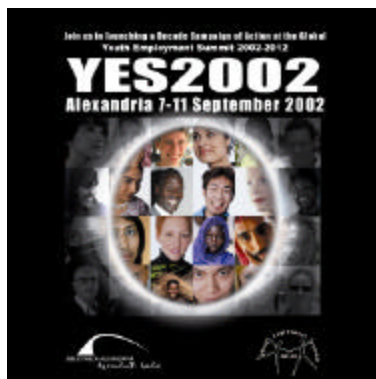
is to help in the creation of job opportunities for graduates, and to establish projects and market their products. In the employment sector, this agency provides small loans to beneficiaries. The loan amount ranges between L.E 1000 and L.E 10.000. No administrative fees or interest are charged over the top of the loan. 1920 projects were implemented using this method. Another project under the title of “Job Link” aims at creating job opportunities. The agency forms a strong network with a number of governmental, private entities and businessmen in order to help in creating job opportunities. The number of beneficiaries reached is about 1940.



3. *Equity*

YES Theme

Information Communication
Technology: Bridging the
Digital Divide



*Equal opportunities for all youth to bridge the following gaps:
Gender, Disadvantaged youth, Digital Divide, Social Inequity, and Health*

‘What Works’

- ? Working with local and underprivileged communities to provide relevant education and training
- ? Giving employers financial incentives to hire young women and disabled youth
- ? Working with local communities to identify needs and collaboratively set up technology centers
- ? Providing training and micro-credit to youth

Illustrative Examples

HEART/ NTA of Jamaica

The Human Employment and Resource Training Program/ National Training Agency (HEART/NTA) is a government-led initiative responsible for the vocational training system in Jamaica. HEART was set up as an effort to resolve the youth unemployment problem in Jamaica. Its main function is to finance , develop, and monitor training programs for employment; to assist graduates seeking jobs; and promote youth employment projects. Training is geared towards meeting the needs of certain sectors that have the potential to generate new employment and earn foreign exchange for the economy. Many of its programs are relevant to women. Under one of its programs, companies are allowed to hire trainees on a stipend as part of their contribution to HEART. An incentive system has been set up to hire female trainees, whereby companies receive a rebate of 80% of the stipend paid to a female employee as opposed to 75% for male employees. This system is especially targeted to increase the participation of women in occupations such as agriculture. HEART has increased the access to vocational training for women through community based programs. In 1996, two thirds of the enrollment was female.

The Upper Egypt Association for Education and Development

The Upper Egypt Association for Education and Development targets the under-privileged communities in the Upper Egyptian villages. In one of the villages – Hegaza village in Luxor – carpentry is a primary vocation. Around 100 families of the village take carpentry as their main profession. The Training Center for Wood Products was set up in 1986 to train young men on manufacturing high quality wood products. This was very successful and became an important center for making wood products and furniture. Candidates who displayed an excellent performance were allowed to join the center for a 2-year training course. Tens of qualified trainees completed the 2-year course with the center. In the initial stages of the project, the association supervised the process. However, after some time, young graduates of the center became capable of running the workshop and delivering the training. There is no charge imposed for the training and the center caters for 400 beneficiaries per year. These beneficiaries are well trained in making school benches, looms, waterwheels, home furniture, doors and windows.

4. *Entrepreneurship*

“Building an Entrepreneurial Workforce”

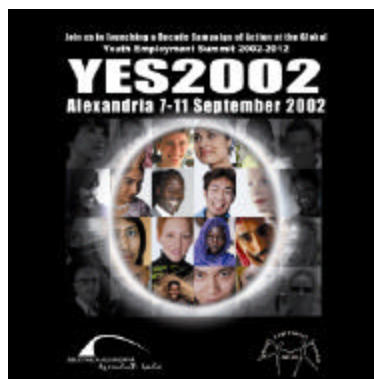
YES Theme

Entrepreneurship

Economic

Social

Environmental



Youth idealism, drive and innovation will be the engine for economic growth and community development. There are not enough 'jobs' in the public and private sector to employ all young people. Youth are the drivers of change and innovation and must have access to the training, mentorship, credit, problem-solving and business development skills to be self-employment and create employment for other youth

'What Works'

Providing loans and mentors for youth starting their own businesses

- ? Training youth in business development and entrepreneurial skills
- ? Providing financial incentives such as tax rebates for entrepreneurs
- ? Community education for promoting enterprises as a socially acceptable alternative

Illustrative Examples

Association of Collegiate Entrepreneurs, Canada

The Association of Collegiate Entrepreneurs (ACE) has been set up with the purpose of encouraging entrepreneurial skills development among post-secondary school students. ACE recognizes that entrepreneurial skills are crucial in developing the employability of post-secondary students. The organization is chapter-based; a national office co-ordinates and supports the activities of 29 local student-run chapters. These chapters are located primarily on university campuses and provide an extensive package of services in support of enterprise skills. This initiative directly benefits 800 people annually, and provides information to more than 30,000 people.

Nexus International, Mexico

Nexus International is dedicated to promoting youth entrepreneurship. It targets the high rate of youth unemployment in Mexico, which according to unofficial statistics, is close to 40%. Nexus runs Youth Entrepreneurial Programs in Mexico, through which several youth have benefited. This organization is dedicated to promoting collaboration between national and international organizations for economic development and youth entrepreneurship.

Youth Employment Summit 2002-2012

YES2002

Alexandria 7-11 September 2002



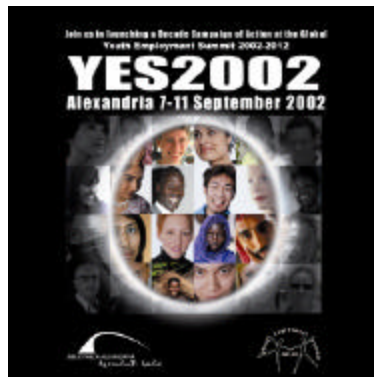
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5. Environmental Sustainability

YES Theme

Youth Employment for
Sustainable Development
Promoting Renewable
Energy



Environmental sustainability cannot be achieved if not coupled with economic incentives. Youth are poised to embark on ventures that will promote sustainable development in their communities. Renewable energy is one of the many sectors where employment can be generated if appropriate investments are made

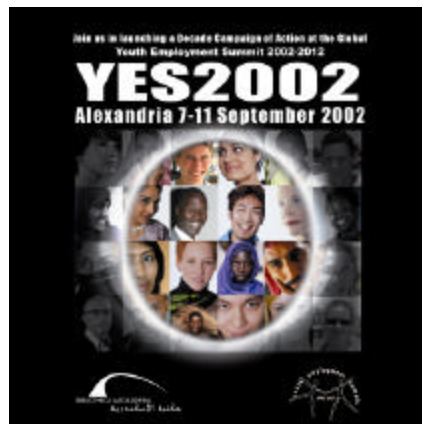
‘What Works’

- ? Investing in renewable energy enterprises in off grid areas
- ? Promoting natural resources based employment
- ? Integrating environmentally sustainable theories and practices into the education curriculum at primary, secondary, and tertiary level.
- ? Promoting eco-entrepreneurship by identifying sustainable natural resource based employment opportunities

Illustrative Examples

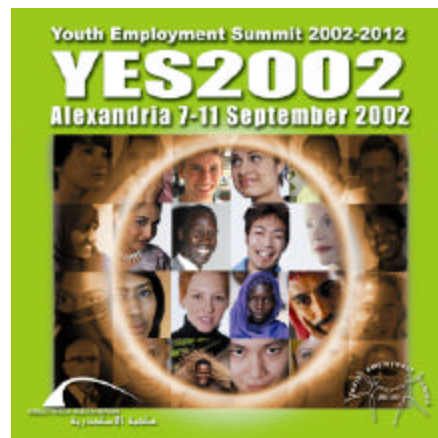
Earth College, Costa Rica

EARTH College, Costa Rica, is the only undergraduate university in the world exclusively dedicated to sustainable agriculture, natural resource management and poverty alleviation. Its goal is to improve the quality of life for rural people in Latin America while at the same time preserving the environment. Four hundred students from sixteen countries attend EARTH College. Most come from rural and economically depressed areas. The education at Earth College is very hands on. All students create their own entrepreneurial projects in which they borrow start up funds, write a business plan, market a product, and assess environmental impact. Another part of the real life experience learning is the intern program. During junior year, each student spends four months as in intern in an agricultural related business. They get first-hand experience and actual training in the required skills of that business.



Bio-villages in India

The biovillage concept, introduced by the MS Swaminathan Research Foundation a few years ago in 19 villages in Pondicherry, India, with the support of the United Nations Development Programme (UNDP), has been a big success. Covering a population of 25,000 people, these biovillages harness nature, women, and biotechnology to fight poverty. A biovillage not only provides livelihood systems that include technical knowledge and skills, a self-perpetuating system of micro-credit within the community and access to the market, but also makes the villages self-sufficient and human-centric. The "bio-centre" of the biovillage is a sort of permanent demonstration/training/information-cum-service unit for rural people where different kinds of technology, new crop varieties, and micro-enterprises are tested, all with the active involvement of the villagers. The bio-centre is managed by the bio-village society and is the focal point of different kinds of appropriate rural technology generation. The bio-village society has helped several villagers build capacity and greatly increase crop yield.



YES

Country Networks

In sixty countries youth are getting organized for the Decade Campaign Young people are our best hope for creating a poverty-free world

Tapping the energy, idealism and innovation of youth for the youth employment campaign will have a three-fold effect, it will:

- ? Release new energy in accomplishing many of the goals set by the global community, especially the Millennium Development goals of halving poverty by 2015
- ? Move young people into productive and long-term nation-building activities and away from non-productive pursuits
- ? Direct youth to income generating activities

Mission of YES Country Networks

To engage their communities in promoting youth employment. To

develop innovative and effective youth employment initiatives:

by organizing consultations

by building leadership commitment

by engaging local governments

by promoting effective practices

by building the YES Global Alliance

by developing and implementing action plans

by networking with other YES Country Networks

by keeping the flame alive...

Strategic Stakeholder

Responsibility

Defining Productive Roles for All to Play

Everyone has a role to play in this Campaign:

Young women and men within the YES network must drive the Campaign. They can work to establish and build sustainable country networks to raise awareness about the issue of youth employment, to contribute to the development of a Youth Employment Plan of Action, and to establish a mechanism to gather and disseminate knowledge and tools on effective practices in youth employment.

Governments can identify youth employment as a national priority and develop policies that encourage the engagement of government agencies, educational institutions, and the private sector in the effort to generate youth employment.

Multilateral and bi-lateral agencies can assist governments to design effective policy and can fund the implementation of youth employment policies.

Philanthropies can provide grants to civil society organizations and government agencies seeking to develop projects that support youth employment.

Educational institutions can ensure that young people are trained with skills that prepare them to take advantage of available employment or to create employment of their own.

The Private Sector can invest financial and technical resources in providing practical training opportunities for young people and in generating sustainable employment for them.

Civil society organizations and the media can be advocates to build public awareness on the importance of youth employment and engage the society in building an environment of expectation and action that ensures the success of the campaign.

Youth Employment Summit Campaign

Launching a decade campaign of action 2002-2012

Campaign Principles

Great results can be accomplished when individuals commit and align themselves to a compelling vision

Partnerships between inspired, empowered, committed youth and other diverse stakeholders will lead to the fulfillment of this campaign

The issue of youth employment must be kept alive and on the global agenda and the cost of inaction communicated effectively to catalyze public and private action

Government policies take into account promoting job-led economic growth

A committed group of people is essential to keep the momentum going and to launch innovative initiatives

From Egypt to Mexico - the road ahead

...And so, a remarkable journey has begun, leading us from Alexandria to Mexico city.

We have learned a lot about the worldwide youth employment challenge, what needs to be accomplished, and what works.

Yet, we need to learn more. New approaches must be tried and creative strategies must be developed. Agreements must be negotiated and sufficient resources must be committed in the coming months by governments, donor agencies, civil societies, philanthropic institutions, and the private sector.

*...the journey of a thousand
miles begins with a single step*

- Lao Tsu

Organizing Committee Members

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Hafsat Abiola

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Associations for Progress, Zimbabwe

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