

27 March 2024
2:00-3:00pm GMT

LIVE WEBINAR

Business Environment Reforms for Youth Employment in the ACP Region

Lowering Barriers to Employment and Recruitment

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...before we start

➤ Please **mute** your microphones.



➤ This session is **recorded**.



➤ Do you have a **questions**? Please write it into the **chatbox** 😊!



AGENDA

Time(GMT)	Item	Speaker
2:00	Introduction	Su Wint Wah , Technical Advisor at the ICR Facility
2:05	Presentation of the ICR Report	Lynn Houmdi , Lead Researcher, Challenges Group
2:25	Comments from EU and OACPS	<ul style="list-style-type: none"> • Miguel Campo Llopis, Policy Officer – DG INTPA Unit E2 – Trade, Investment Climate, Entrepreneurship & Value Chains – European Commission • Anthony Brand, MSME Expert, Secretariat of the Organisation of African, Caribbean and Pacific States (OACPS)
2:30	Panel discussion	<ul style="list-style-type: none"> • Abdelmalik Muhammed, Employment and Labour Market Policies Specialist, ILO Decent Work Team and Office for the Caribbean • Julia Muetudhana, Talent Innovation and Productivity Executive, Namibia Investment Promotion and Development Board(NIPDB) • Joshua Ebinabo War, Senior Manager Venture Building, Jobtech Alliance • Farai Ntuli, Africa Livelihoods and Education Lead, Accenture Development Partnerships
3:00	Q&A and Closing Remarks	Su Wint Wah , Technical Advisor at the ICR Facility

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Presentation of the ICReport

Lead author: Lynn Houmndi



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What we will cover today



The context of youth unemployment in ACP countries



Where are the jobs for youth?



The decent work dilemma



A two-pronged approach: the four recommendations

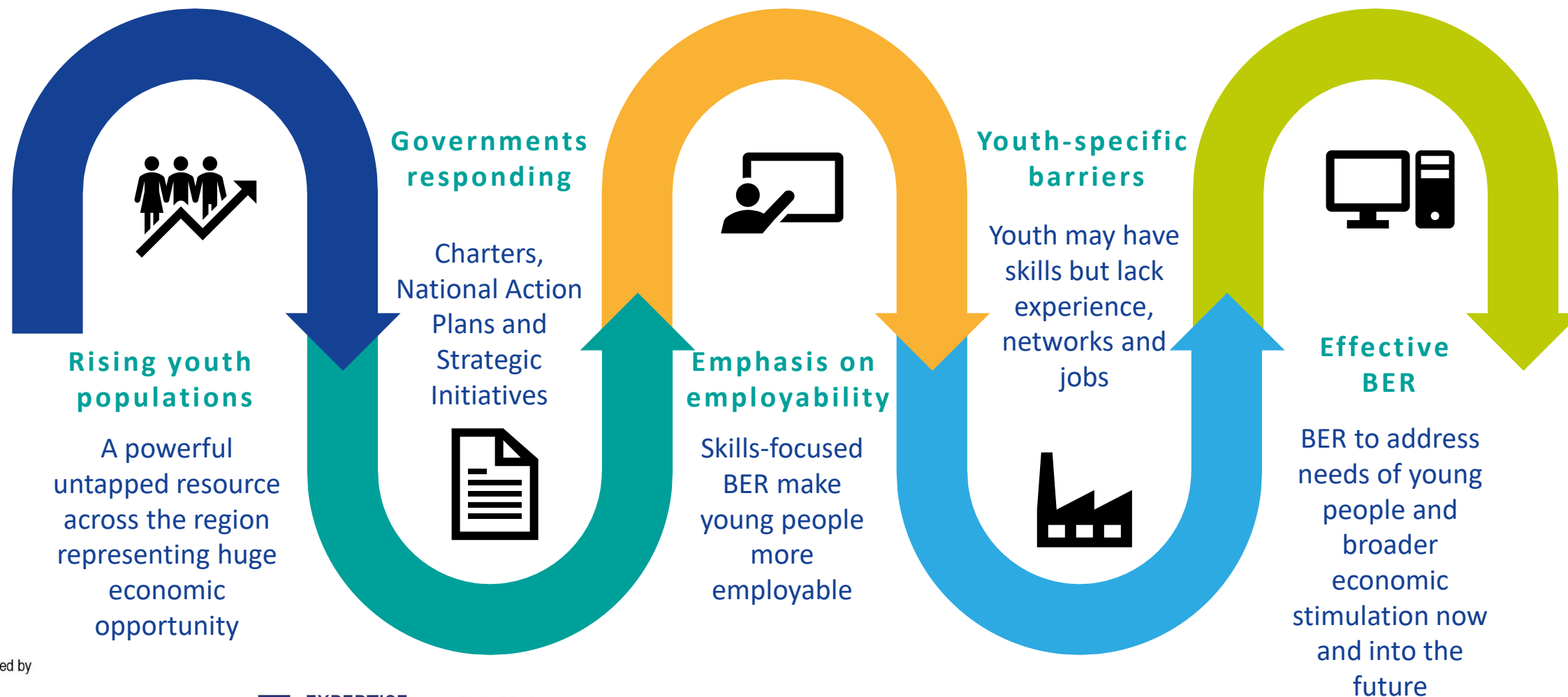


The barriers youth face



Where to find the report

The context



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The decent work dilemma

8 DECENT WORK AND ECONOMIC GROWTH



“Opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.”

ILO

Tips for policymakers:

- Try to create more jobs and better jobs at the same time at a pace whereby one does not negatively impact the other.
- Balancing act on driving decent work agenda is necessary
- Avoid actual or perceived additional costs to employers which can stall job creation.
- Manage trade-offs between job quantity and quality through multi-stakeholder collaboration and communication, e.g. via Public-Private Dialogue (PPD).

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Youth-specific barriers to employment

Formal barriers

- Insufficient education, qualifications and experience
- Legal and governance frameworks
- Infrastructure constraints (physical infrastructure, digital infrastructure or job-matching infrastructure)

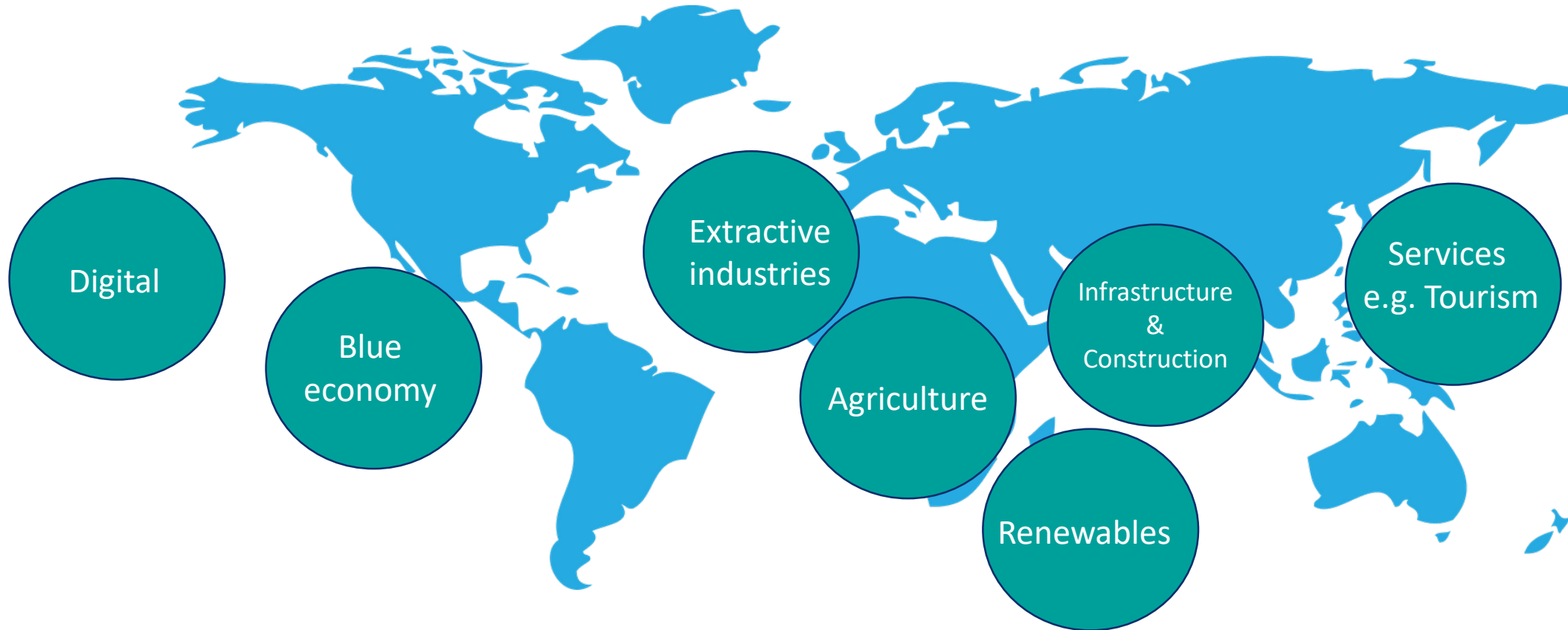
Informal barriers

- Socio-cultural norms
- Patronage and political/social networks

Gender dimensions

- Women more likely to be unemployed, economically inactive, working informally, subject to bias, harassment or discrimination

Where are the jobs for young men and women in ACP countries?



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A two-pronged BER approach – 4 recommendations



BER to address the specific needs and characteristics of unemployed youth

Recommendation 1: Integrate Reform Suite

Recommendation 2: Address Youth Barriers

BER to enhance the business operating environment and boost jobs creation – now and in the future

Recommendation 3: Increase Business Productivity

Recommendation 4: Invest in Growth Areas

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4 KEY RECOMMENDATIONS FOR PROMOTING YOUTH EMPLOYMENT IN ACP COUNTRIES

Recommendation 1: Integrate Reform Suite

Combine supply and demand-side interventions aligned with national economic development objectives.

- Train policymakers
- Join-up policy-making across government departments through a single Policy or Action Plan
- Appoint a high profile lead for visibility and accountability
- Consider youth in non-youth specific reforms
- Use situational analyses and underpin policy decisions with data and evidence



Recommendation 2: Address Youth Barriers

Young people, especially young women, often lack work experience, networks, and labour market knowledge, which can make employers hesitant to hire them – the “experience trap.”

- Design effective employment matching and recruitment services
- Strengthen digital and mobile solutions for recruitment and employment of young men and women, including through public-private collaboration
- Engage employers and educate them in the benefits of multi-generational, diverse workforces
- Incentivise youth recruitment (e.g. through access to benefits, wage subsidies or other methods)



Recommendation 3: Increase Business Productivity

Boosting overall employment growth is crucial for addressing youth unemployment across ACP regions.

- Streamline regulatory environments
- Identify high-potential sectors and firms
- Take a balanced approach to incentivizing formalization
- Address the “missing middle”
- Identify opportunities in rural economies
- Ensure a policy balance between youth mobility and youth employability



Recommendation 4: Invest in Growth Areas

Policymakers need to ensure they understand the nuanced and context-specific impacts of the future of work, particularly of digitalisation, and how these intersect with the skills needs of businesses and young people. There is a need to catalyse industrial policy efforts to support those industries – both emerging and future – with the greatest job-creation potential for youth.

- ❑ Stimulate multi-stakeholder action on youth-inclusive industrial policy
- ❑ Critically appraise the potential of digital jobs
- ❑ Use Public-Private Dialogue to understand growth sectors and skills needs of the future
- ❑ Build supportive enabling environments for the social economy

*“In my experience, developing country policymakers recognise that the best way to create job opportunities for young people is **to foster economic transformation by stimulating the growth of job-rich productive sectors** - be that in manufacturing sectors such as agro-processing and apparel, high-value agriculture such as horticulture, or services such as tourism... governments **should focus on implementing industrial policies to attract investment in productive sectors and lift the binding constraints** to growth and competitiveness in those sectors.”*

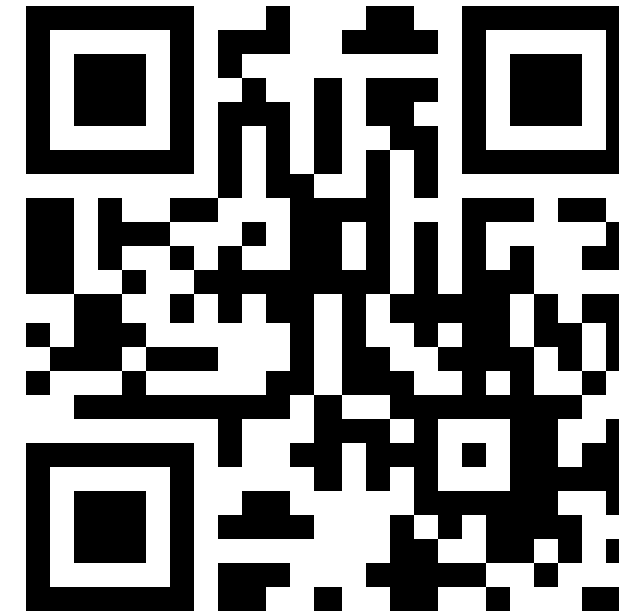
Max Walter

Kenya-based industrial policy specialist



**Business environment reforms
for youth employment in ACP
countries: lowering barriers to
employment and recruitment**

ICReport in the series on Youth Economic Empowerment
March 2024



Download report: <https://www.icr-facility.eu/knowledge-hub/resource/business-environment-reforms-for-youth-employment-in-acp-countries-lowering-barriers-to-employment-and-recruitment-2/?>

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Comments from EU and OACPS

Miguel Campo Llopis

Policy officer – DG INTPA Unit E2 – Trade, Investment Climate, Entrepreneurship & Value Chains – European Commission

Anthony Brand

MSME Expert, Secretariat of the Organisation of African, Caribbean and Pacific States (OACPS)

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Abdelmalik Muhammed

Employment and Labour Market Policies
Specialist

ILO Decent Work Team and Office for the Caribbean



Julia Muetudhana

Talent Innovation and Productivity Executive
Namibia Investment Promotion and Development Board
(NIPDB)



Joshua Ebinabo War

Senior Manager Venture Building
Jobtech Alliance



Farai Ntuli

Africa Livelihoods and Education Lead
Accenture Development Partnerships

PANEL DISCUSSION

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WEBINAR PANELIST



Abdelmalik Muhammed

*Abdelmalik is the Employment and Labour Market Policies Specialist within the **ILO Decent Work Team and Office for the Caribbean**. With over 15 years of experience in East Africa and the Middle East, his expertise lies in designing and implementing inclusive employment policies for developing and emerging economies. Prior to this role, Abdelmalik served as the ILO's Labour Economist in Uganda and as Head of Office and Economic Development Technical Specialist for ILO Somalia. He also worked with Adam Smith International and Silatech in various leadership roles focusing on inclusive local and economic development and youth employment programs across Africa and the Middle East. Abdelmalik holds an MSc in Applied Labour Economics for Development from The University of Turin and is pursuing a Doctorate in labour economics at the University of Bath. His specialisation includes youth employment, gender pay gap, minimum wage, migration, and the informal sector.*

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Julia Muetudhana

*Julia Muetudhana, an experienced Human Resources Practitioner, currently serves as Executive Talent, Innovation, and Productivity at the **Namibia Investment Promotion and Development Board (NIPDB)**. With over 19 years of experience in corporate human capital and business across various sectors, Julia specialises in talent management and is a founding member of the Association of Human Capital Professionals. She is also a certified Talent Economist and holds an MBA as well as a master's in Industrial Psychology, Human Resources. Julia serves on several boards and board committees as an independent director, including Kuleni Fund Administration Pty Ltd (Subsidiary of GIPF) as Chairperson and the Namibia Statistics Agency as Director. Her community contributions is evident through her involvement with organisations such as the Sam Nujoma Foundation, The Living Stone, Tov HIV/AIDS Orphans & Vulnerable Children Organisation. Notably, she was honored as the 12th IPM HR Director of the Year in 2022.*

WEBINAR PANELIST



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Joshua Ebinabo War

*Joshua Ebinabo War is a Senior Manager at **Jobtech Alliance** which drives an ecosystem-building initiative around inclusive Jobtech in Africa. He is responsible for venture building, particularly for jobtech platforms in Africa which enable entrepreneurs to build greater scale, impact, and inclusivity in their recruitment solutions. He previously held executive roles at GreenHouse Capital, Google as well as at the Meltwater Entrepreneurial School of Technology (MEST), where he played a key role in expanding their presence in Lagos and fostering tech entrepreneurship in Africa. His achievements as an Africa Entrepreneurship Award mentor, a Joan Agha Foundation Entrepreneurship Awardee, and a World Economic Forum-Global Shaper showcase his commitment to fostering entrepreneurship and innovation that enable jobs across Africa.*

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WEBINAR PANELIST



Farai Ntuli

*Farai is the Africa Livelihoods and Education Lead at **Accenture Development Partnerships (ADP)** and a Strategy Manager at Accenture. She previously served as the Chief Partnerships Officer at the Youth Employment Service (YES), spearheading initiatives to create job opportunities for youth. Farai launched the 'Tips for Millennial Managers' blog to enhance youth employability. She led the Youth Health Africa project at The Aurum Institute, addressing HIV/AIDS education and youth unemployment. Farai holds an MSc from King's College London and has received numerous accolades, including being named a Queen's Young Leader, One Young World Ambassador and a Dalai Lama 2019 Fellow. She is also a board member on the Africa Skills Alliance (ASA) board, demonstrating her commitment to driving positive change in Africa.*

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Abdelmalik Muhammed

Employment and Labour Market Policies
Specialist

ILO Decent Work Team and Office for the Caribbean



Julia Muetudhana

Talent Innovation and Productivity Executive
Namibia Investment Promotion and Development Board
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Joshua Ebinabo War

Senior Manager Venture Building
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Farai Ntuli

Africa Livelihoods and Education Lead
Accenture Development Partnerships

PANEL DISCUSSION

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Q&A Session

Do you have a question to our panellists?

Please write your question into the chat box or simply click on the "Raise hand" button!



About Investment Climate Reform (ICR) Facility

Objective Support the countries and regional institutions in Africa, the Caribbean and the Pacific in their public-private dialogue process to create a more conducive and sustainable investment climate.

1) Technical Assistance Up to 90 days

- Business Environment Reform
- Investment Climate Improvement
- Public-Private Dialogue (PPD)

2) DFIs

Strengthening national and sub-regional DFIs countries with tailor-build capacity building

3) Sharing and compiling knowledge

Dissemination and Mainstreaming of best practices and lessons learnt (www.icr-facility.eu)

[ICR Knowledge Hub](#)

[ICR Blog](#)

[Online Events](#)

More information






Website: www.icr-facility.eu

Linkedin: Investment Climate Reform Facility

Youtube: ICR Facility

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About Investment Climate Reform (ICR) Facility

- ✓ Support in evidence-gathering to identify sectoral potential for youth employment 
- ✓ Tailored support on policy and regulatory improvements (e.g. youth mainstreaming in existing policies) 
- ✓ Support policy dialogues to build momentum for change in policy frameworks 
- ✓ Capacity building of multi-stakeholders to do youth-inclusive private and public dialogue for job creation 
- ✓ Support measurement systems for youth labour market engagement 

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info@icr-facility.eu



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Investment Climate Reform Facility



ICR Facility

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