

(SADC/ELSM&SP/1/2016/4)



**SADC Youth Employment Promotion Policy Framework**

24 February 2016

DRAFT

## Preamble

### *The SADC Heads of States and Government,*

#### **Recalling**

- the objectives of the SADC Treaty, and in particular Article 5 (1) that places productive employment and effective utilisation of the region's resources at the centre of the region's development;
- the 2004 Ouagadougou Declaration in which the Heads of State or Governments of the African Union committed themselves to placing employment promotion and poverty alleviation at the core of national and regional plans, economic and social policies and development strategies;
- the 2015 Ouagadougou 10+ Declaration where Heads of State or Governments of the African Union recommitted themselves to eliminating youth unemployment and empowering young men and women;
- the 2006 African Youth Charter (in particular Article 15), which serves as a framework for youth empowerment and development in Africa;
- the 2011 Malabo (Equatorial Guinea) Declaration in which African Union Heads of State or Government committed to creating "safe, decent and competitive employment opportunities" for youth;

#### **Embracing**

- the African Decade Plan of Action (2009-2018) which provided a road map for youth empowerment and development;
- the United Nations Sustainable Development Goals -2030, and in particular Goals 4 and 8, which respectively place gender equality and decent and productive employment at the apex of the global agenda;
- the African Union Commission Agenda 2063, in particular Goals 15 and 16, which emphasise, "Full gender equality in all spheres of life" and an "Engaged and empowered youth" respectively, as fundamental pillars to Africa's development agenda;

**Also embracing** the COP21 Paris Climate Change Agreement which unites the global community, including youth and women, in tackling the challenges of climate change. COP21 is particularly unequivocal that women and youth empowerment should be integral elements of the climate change agenda;

**Inspired** by the Declaration of Intent signed on 13<sup>th</sup> September 2013 by the African Union, African Development Bank, United Nations Economic Commission for Africa and the ILO for a Joint Initiative on Youth Employment in Africa, whereby the four institutions, in their respective capacities, committed themselves to promoting youth employment in the continent;

**Noting** that the SADC Treaty does not allow for discrimination against any person on the grounds of gender, religion, political views, race, ethnic origin, culture or disability;

**Also noting** commitments by Member States to mainstreaming gender into the SADC Programme of Action and community building initiatives as a prerequisite for sustainable development;

**Reaffirming** commitments to all other SADC instruments with a bearing on youth employment and empowerment, *inter alia*, the SADC Protocol on Employment and Labour, the SADC Protocol on Education and Training, the SADC Protocol on the Facilitation of Movement of Persons, the SADC Protocol on Gender and Development, the SADC Charter of Fundamental Social Rights; and the SADC Declaration on Youth Development and Empowerment;

**Reaffirming** the 2012 SADC Employment and Labour Sector (ELS) Ministers' meeting in Luanda, Angola that directed the SADC Secretariat to develop a SADC Youth Employment Promotion Policy Framework;

**Cognisant** that the majority of the region's labour force (in particular women and youth) is in the informal economy, and therefore that the formalisation and transition to the mainstream economy is key to the region's development, and that recognition of prior learning is an integral element of this process;

**Also cognisant** of the fact that the SADC region has a very "young population" with three-quarters of its 274 million people aged below 35, while those between 15 and 35 years constituting 35% of the region's population;

### **Guided by**

- the SADC Regional Indicative Strategic Development Plan (RISDP) 2015-2020;
- the SADC Industrialisation Strategy and Road Map for the period 2015-2063;
- the SADC Strategy and Business Plan on Youth Empowerment and Participation for Sustainable Development, 2015-2020; and
- the SADC Decent Work program 2013-2019;

**Deeply concerned** with the high levels of youth unemployment, underemployment and poverty in the region and that many of the region's youth find themselves in precarious jobs;

**Concerned** that the future of all people is threatened by climate change which adversely affects the livelihoods of households and subsequently makes them vulnerable, especially youth and women;

### **Also Concerned**

- with the high levels of youth that are not empowered and enabled to participate fully in socio-economic development and their energies, creativity, innovation and talents are not fully harnessed due to their unemployment;
- with low levels of youth motivation and involvement in areas of the economy that have high potential to create sustainable jobs, and socio-economic transformation such as agribusiness, low levels of rural development, and the high levels of rural-urban migration among young women and men;
- with the deep seated challenge of gender inequalities in labour market experiences of the youth, and the wide disparities in opportunities between young women and men;
- that labour market information systems in the region are fragile and consequently unable to provide efficient signals to youth labour market participants;
- that data gaps remain an important obstacle to the full understanding of youth labour migration, and that the management of labour migration at national and regional levels

does not yet effectively address the protection of migrant workers' rights, labour market needs and the issue of regional integration;

**Further concerned** that prolonged youth unemployment exacerbates social exclusion and marginalisation, imposes significant risks to social cohesion and nation building, and increases youth vulnerability to diseases and violation of their rights;

**Convinced**

- that the region's significant youthful population creates a window of opportunity, which if correctly harnessed, can position the region towards a path of higher and sustained socio-economic growth and development;
- that building a critical mass of employed and empowered youth is a key step towards achieving sustainable development in the region;
- that effective management of youth labour migration in the region can make an important contribution to regional integration, well-functioning labour markets, growth and development;
- that the SADC's renewed focus on industrialisation, especially through beneficiation and value addition, will enhance the region's competitiveness, create opportunities for young men and women to participate fully in the exploitation of the region's abundant natural resources, as well as enable young people to be architects of their own socio-economic development;

**Desirous** to promote employment for all youth in the SADC region regardless of their race, gender, creed, ethnicity, religious and political affiliation, the Member States agree to commit to the provisions of the present Youth Employment Promotion Policy Framework.

## Section 1

### Abbreviations and Definitions

#### 1 A: Abbreviations

AU African Union

ILO International Labour Organization

LMIS Labour Market Information Systems

RISDP Regional Indicative Strategic Development Plan

SADC Southern Africa Development Community

TVET Technical, Vocational, Education and Training

## 1 B: Definitions

- **Decent Work** is the productive work for women and men in conditions of freedom, security, equity and human dignity.
- **Employed** persons are those of working age (15 or over) engaged in work for remuneration. It excludes work for own-use consumption, voluntary work and unpaid trainee work.
- **Empowerment** in the context of this document refers to the process of creating enabling conditions for the youth to make effective choices, and bringing the best of their capabilities to generate solutions to their employment challenges.
- **Informal economy** broadly refers to all economic activities by workers and economic units that are – in law or in practice – not sufficiently covered (or not covered at all) by formal arrangements;
- **Region** in this context refers to the SADC.
- **SADC:** This is a regional body comprising of 15 countries: Angola, Botswana, Democratic Republic of Congo (DRC), Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Swaziland, United Republic of Tanzania, Zambia and Zimbabwe.
- **Unemployed** refers to persons of working age (15 or over) who are not in employment, are actively searching for work for pay or profit and are available to work for remuneration.
- **Youth:** This policy framework adopts the SADC/African Union classification of the youth as persons between the ages of 15 and 35 years.

## Section 2

### Rationale

The region has low levels of decent employment for youth, and high levels of youth unemployment and underemployment. The youth continue to face challenges of poverty and inequality, stemming among others, from unemployment, lack of formal employment, irregularity of work and social protection. The large youth population in the region creates a window of opportunity, which if properly harnessed, can translate into better economic growth and development, and produce a demographic dividend. The youth unemployment challenge is compounded by the dearth of quality information and data on the situation of youth employment. The Youth Employment Promotion Policy Framework is designed to provide a harmonised and coordinated approach to dealing with the challenge of youth unemployment, and guide Member States in translating their global, continental and regional commitments on youth unemployment into reality.



### Section 3

#### **Purpose, Goal and Objectives**

The purpose of the Youth Employment Promotion Policy Framework is to guide SADC Member States on a harmonised, integrated and coherent approach to realising decent, secure and sustainable employment and entrepreneurship for youth in the region.

The main goal of the Framework is to increase decent employment levels for young men and women in the SADC region.

The specific objectives of the SADC Youth Employment Promotion Policy Framework are:

- i. To improve employment opportunities for young women and men in the region;
- ii. To improve entrepreneurship capabilities among young women and men in the region;
- iii. To increase the participation of young women and men in the labour market in the region;
- iv. To promote effective management of youth labour migration in the region;
- v. To facilitate the transition of the informal to the formal economy in the region.
- vi. To strengthen youth labour market information systems in the region

## Section 4

### Expected Outcomes

The ultimate outcome of the SADC Youth Employment Promotion Policy Framework is increased decent employment for young women and men in the region. The specific outcomes are:

- i. Improved opportunities for decent employment for young women and men in the region;
- ii. Improved sustainable entrepreneurship initiatives among young women and men in the region;
- iii. Increased participation of young women and men in the labour market in the region;
- iv. Improved management of youth labour migration in the region;
- v. Enhanced capacity for the transition of the informal to the formal economy in the region.
- vi. Strengthened youth labour market information systems in the region;

## **Section 5**

### **Guiding Principles**

The successful achievement of the goal of this Framework is premised on stakeholders adhering to the following principles:

#### **Human Rights**

All people, whatever sex, race, ethnicity, religion, nationality, place of residence, language, or any other status, should enjoy equal opportunities, equal dignity and equal justice without discrimination, in line with national, regional and global commitments on human rights.

#### **Employment Equity**

Employment conditions for young women and men should be fair and just, and no person should be denied employment benefits and opportunities for reasons unrelated to ability.

#### **Gender Equality**

Young men and women should enjoy the same rights and opportunities, and not be discriminated against based on their gender; and their different behaviours, aspirations and needs equally valued and recognised.

#### **Subsidiarity**

Implementation of this framework should be handled by the most efficient, effective and competent authority, while encouraging partnerships among stakeholders.

#### **Participation**

Youth should be at the centre of the implementation of this Framework both at national and regional levels; be empowered and supported to take leadership and ownership, and be consulted on all matters that affect them.

#### **Inclusivity**

All youth should have equal opportunities to participate in gainful and decent employment, and conditions of employment should promote relationships that do not marginalise others, but encourage practices that are free from all forms of discrimination.

## Section 6

### Policy Priority Areas

In order to support Member States translate the regional Youth Employment Promotion Policy Framework into national policies, strategies and programmes, the following interventions are prioritised:

#### Creation of Employment Opportunities for Youth

- Creating an enabling environment for youth to acquire decent employment, including reviewing the regulations that impede private sector investments;
- Mainstreaming youth employment creation and access as a priority consideration in sectoral policies at regional and national levels;
- Developing guidelines for the creation of employment opportunities for the youth, in particular those in situations of vulnerability and most at risk of unemployment and underemployment;
- Encouraging labour intensive employment industries that can absorb many young women and men;
- Using macroeconomic policy levers (i.e. monetary, fiscal, exchange rate and capital account management) to direct investment in sectors and industries with high and sustainable youth employment creation potential, including in the green economy;
- Promoting value addition, beneficiation and industrial diversification as mechanisms for creating decent jobs particularly for the youth;
- Encouraging national and regional macroeconomic targets that promote inclusive growth;
- Establishing/modernising public sector employment services;
- Improving access to business development services by young women and men;
- Strengthening institutional capacities to promote employment creation for young men and women and regulating labour brokerage to protect the youth from illicit labour practices and exploitation;
- Stimulating the agrarian economy with youth as key drivers and beneficiaries;

## Improving Entrepreneurship Initiatives for Youth

- Supporting youth Micro, Small and Medium Enterprises;
- Promoting youth entrepreneurship by streamlining regulations that impede young men and women from starting and running sustainable enterprises;
- Developing a comprehensive youth entrepreneurship capacity building program;
- Establishing regional and national centres of excellence in youth entrepreneurship development and training;
- Improving and promoting entrepreneurship education for in-school and out-of-school youth;
- Mainstreaming and integrating entrepreneurship education in the school curriculum at all levels of education and training and encouraging the formation of private–public partnerships to design relevant entrepreneurship curriculum and training;
- Enhancing access to credit, land, infrastructure and ICT for youth entrepreneurs;
- Supporting the mobilization of resources for youth projects, and incentivising the formation of youth cooperatives with particular attention given to young women;
- Establishing a SADC Youth Innovation Fund/ SADC Youth Empowerment Fund and programmes to assist in identifying youth innovators, and supporting the transformation of youth innovative ideas into projects and sustainable business enterprises;
- Encouraging regional youth innovation competitions, promoting and sustaining a culture of entrepreneurship among young women and men at community, national and regional levels;
- Encouraging simplified licencing of businesses and establishing one-stop-shop investment centres to facilitate and make procedures for business creation easier for the youth;
- Conducting skill diagnostic studies to identify skill gaps, and strengths and weaknesses of the training system;
- Promoting apprenticeship training, business incubation, internship, mentorship, career and employment guidance, and counselling for young women and men in schools, out-of-school, colleges and in public employment centres including in rural areas;
- Promoting youth exchange/learning/networking programs and youth business fairs in the SADC region and internationally;
- Incentivising private sector to impart skills on youth through on-the-job training programmes, attachments, mentoring and apprenticeships /learnership/ internships;

- Increasing access to free, equitable and quality primary and secondary education;
- Prioritising and modernising TVET education institutions and reviewing their curricula, together with business sectors, so that it meets industry needs;
- Increasing access to affordable TVET, university and other forms of tertiary education, especially in the scarce skills areas;
- Eliminating gender disparities in education and training, and ensuring equal access to all levels of education and training for the vulnerable groups, including persons with disabilities, indigenous peoples and children;

## **Improving Youth Participation in the Labour Market**

- Encouraging the formation of national and regional youth forums on decent employment;
- Mainstreaming gender in national, regional and sectoral policies and strategies to enhance creation of employment opportunities for young women and men;
- Advancing regional integration, and promoting social cohesion among youth at national and regional levels;
- Encouraging youth participation in social dialogue processes on matters affecting them;
- Encouraging young women and men to participate in finding solutions to the challenge of climate change and realising opportunities that emerge with national and regional climate change responses;

## **The management of youth labour migration and mobility in the SADC region**

- Protecting the rights of youth labour migrants;
- Promoting fair and just labour migration policies;
- Designing mechanisms to protect migrant workers' rights, particularly in sectors with a high presence of migrant workers;
- Providing guidelines for developing knowledge base and statistics to inform labour migration policy;
- Developing diagnoses on youth labour migration in the region and establishing regional and national youth migration data bases;
- Providing for the portability of skills in the region by aligning national qualifications frameworks to the SADC regional qualifications framework;
- Facilitating the integration of labour migrants in destination countries;
- Encouraging bilateral agreements where skill deficient countries can access abundant skills in other Member States and minimising loss of skilled labour from the region;
- Putting in place mechanisms for minimising risks associated with sending remittances;
- Protecting young vulnerable migrant workers from exploitative and hazardous work in line with national action plans on the elimination of child labour;
- Harmonizing social security schemes and facilitating portability of benefits in the region, and enhancing competitiveness of labour standards in the region relative to those in other regions globally.



### **Creating Capacity to Transition from the Informal to the Formal Economy**

- Training, sensitising and strengthening awareness of Member States on ILO resolutions, and the benefits of transitioning from informal to the formal economy;
- Establishing policies, programs, legislative frameworks and institutions that facilitate and capacitate Member States on sustainable transitioning from informal to formal economy:
- Recognising prior learning and working with informal economy associations to improve and formalise informal training systems;
- Providing direct support to the informal economy (such as advisory services, access to productive resources, infrastructure and formal economic associations / organizations);
- Carrying out national diagnosis of informal economy to inform the design of national and regional policies and strategies particularly targeted at sectors with a high youth employment creation potential;
- Strengthening national Statistical Offices to produce statistics on informality
- Undertaking research to identify bottlenecks to effective transitioning from informal to formal economy;

### **Strengthening Quality Labour Market Information Systems**

- Establishing/improving national labour market information systems so that labour market data is collected and analysed, and ensuring that the information informs youth employment creation programmes/strategies;
- Strengthening statistical offices to collect, analyse, store data, and report on youth labour market information that is disaggregated by age, gender, race, disability, worker education, formal-informal and urban-rural divides;
- Providing guidelines for collection, processing, archiving and reporting on youth labour market information, and on its use to inform policies and programmes that promote youth employment;
- Mainstreaming youth labour market indicators in regular labour-force surveys, and in different sectors of social and economic development;
- Undertaking research to understand the labour market situation of youth particularly the vulnerable groups, including child workers;
- Reporting on the Sustainable Development Goal Number 8 indicators relating to decent work and economic development, and in ways that disaggregate data on young women and men;

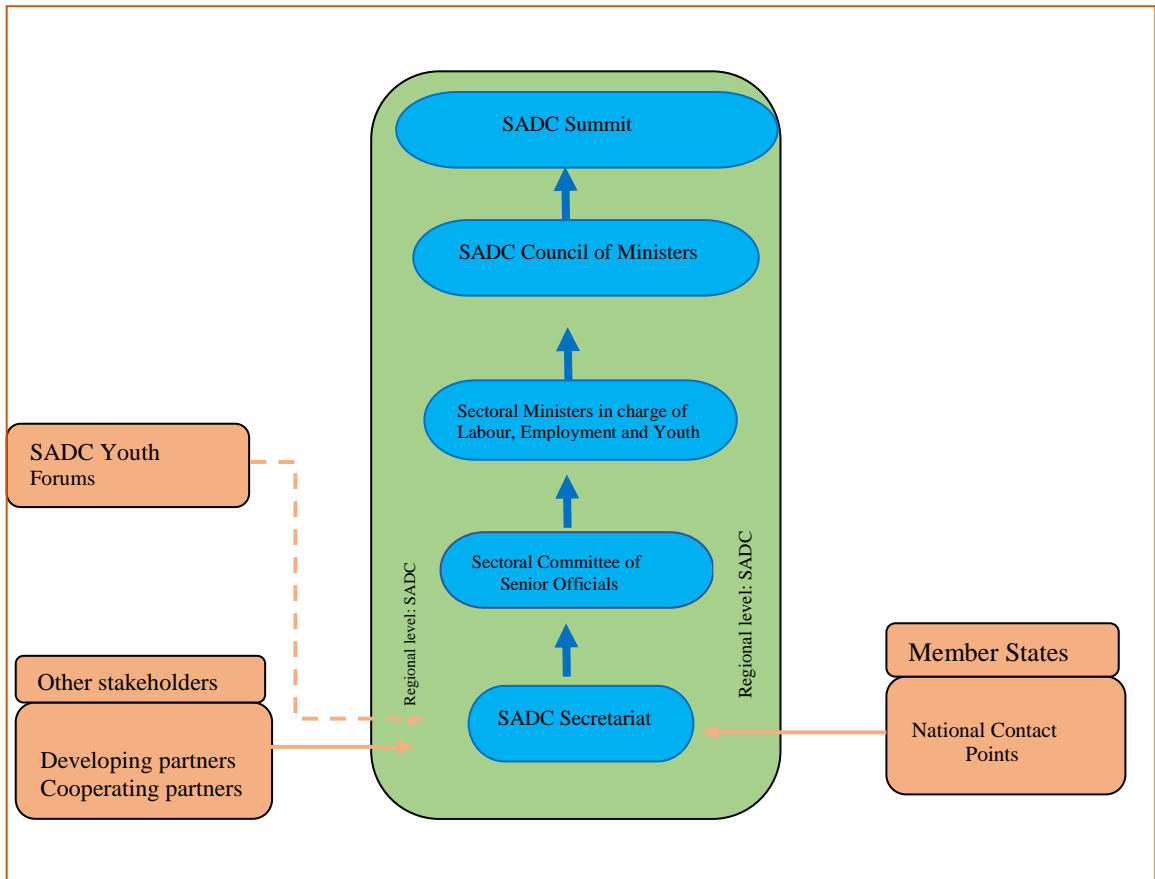
•

**Section 7**

**Institutional Mechanisms for Implementing, Financing, Monitoring, Evaluating and Reporting the Youth Employment Promotion Policy Framework**

**7.1. Implementation Mechanisms**

The institutional arrangements for implementing the SADC Youth Employment Promotion Framework (hereinafter called the Framework), represented in the diagram below, include:



**The SADC summit will;**

- Adopt this policy, annual programme and budget, set priorities and monitor progress in the implementation of this Framework; and
- Provide overall leadership on implementation of this Framework.

**The Council of Ministers will;**

- Supervise the execution by Member States of policy priorities;
- Prioritise allocation of regional resources towards implementation of the Framework; and
- Ensure proper implementation of the Framework.

**The Sectoral Ministers in charge of Labour, Employment and Youth will:**

- Provide leadership in the implementation of the policy;
- Coordinate a holistic multi-sectoral response towards comprehensive implementation of the Framework;
- Review, approve and oversee implementation of the Framework; and
- Report to the SADC Council of Ministers annually/biennially on progress in the implementation of the Framework.

**The Sectoral Committee of Senior Officials in charge of Labour, Employment and Youth will:**

- Coordinate and facilitate the execution, monitoring and evaluation of the implementation of the Framework;
- Provide technical advice on the implementation of this Framework; and
- Report on progress on implementation of the Framework to Sectoral Ministers of Labour, Employment and Youth.

**The SADC Secretariat will:**

- Develop a regional implementation plan to guide Member States in the implementation of this Framework;
- Facilitate and coordinate the implementation of the Framework; and
- Coordinate periodic review meetings with relevant stakeholders to assess progress.

**The Member States, including the Youth Forums, the Private Sector and Employers' and Workers' Organisations will:**

- Domesticate and adapt the Framework to suit their own national context,
- Spearhead the implementation of the Framework;

- Involve young men and women in every step of the implementation of this Framework;
- Coordinate capacity building of relevant structures for implementation of the policy;
- Mobilise resources for effective implementation of the policy; and
- Report progress to the SADC Secretariat through periodic reports.

**Other Stakeholders, including Southern Africa Trade Union Co-ordination Council, International Cooperating, and Development Partners will:**

- Share experiences and expertise on mainstreaming youth employment in national plans, policies and programmes and overall implementing of this Framework;
- Conduct or host capacity building activities in collaboration with local and international institutions to ensure the provision of quality pro-youth employment policies and programmes in the region; and,
- Provide financial and technical resources to implement the Framework.

### **7.2. Financing Mechanism**

Each Member State will make the necessary budgetary allocation for domesticating, mainstreaming and implementing the Framework.

### **7.3. Monitoring, Evaluation and Reporting Mechanisms**

The M&E and reporting relating to the SADC Youth Employment Promotion Framework will be organised as follows:

**Member States will:**

- Integrate youth employment issues in the Monitoring and Evaluation Frameworks of Ministries responsible for Employment, Labour and Youth and those of other relevant sectors; and

- Strengthen and create databases for the systematic collection of data for tracking progress in implementing the Framework, and submit the information and reports to the SADC Secretariat.

**The SADC Secretariat will:**

- Develop relevant M&E tools that will guide the collection, analysis, dissemination and utilisation of data on key youth labour market indicators;
- Conduct internal and external evaluations on the implementation of the Framework; and
- Produce and disseminate progress reports on implementation of the Framework annually;

**SADC Youth Employment Promotion Policy Framework Implementation Plan**

<b>Strategic objective:</b>						
Increased decent employment levels for young men and women in the region						
<b>Key Performance Indicators:</b>						
Number of young men and men that have decent employment						
SADC Youth unemployment rate						
Share of youth in informal sector employment by sex						
<b>Policy Priority Area I: Creation of employment opportunities</b>						
Outcome	Key Performance Indicators	Output	Main Activities	Sub activities	Time frame	Responsibility
Improved opportunities for decent employment for young women and men in the region	Number of Member States that have adopted policies that promote employment opportunities for youth	Guidelines for promoting the creation of employment opportunities developed	Develop guidelines for promoting the creation of employment opportunities	Engage consultant to develop guidelines for promoting the creation of employment opportunities for use by Member States	Year 1	SS;
				Organise capacity building workshops for relevant government officials on use of guidelines in promoting the creation of employment opportunities for use by Member States	Annual: year 1 to year 5	SS; MS
	Number of Member States that have mainstreamed youth employment in the sectors with a high youth employment creation potential	Capacity to mainstream youth employment in the sectors with high youth employment creation potential developed	Develop a strategy and guidelines to grow capacity for mainstreaming youth employment in the sectors with high youth employment creation potential	Engage a consultant to develop a capacity building strategy and guidelines for mainstreaming youth employment in the sectors with high youth employment creation potential	Year 1	SS
				Organise a policy dialogue/ conference to conscientise senior government policy makers from Member States on mainstreaming youth employment in the sectors with high youth employment creation potential	Year 1 and Year 2	SS; MS
			Promote the roll-out of the strategy and guidelines in Member States	Year 1-Year 5	SS; MS	
<b>Policy Priority Area 2: Improving Entrepreneurship Initiatives</b>						
Improved sustainable entrepreneurship initiatives among young women and men in the region;	Number of Member States with enabling environment for sustainable youth enterprises	Advocacy and communication plan on sustainable youth entrepreneurship initiatives	Develop an advocacy and communication plan on sustainable youth entrepreneurship initiatives	Engage consultant to develop an advocacy and communication plan on sustainable youth entrepreneurship initiatives	Year 1	SS
				Implement the advocacy and communication plan on sustainable youth entrepreneurship	Year 2-year 5	SS

## SADC YOUTH EMPLOYMENT PROMOTION POLICY FRAMEWORK

		developed		initiatives		
Percentage of young women and men managing own enterprises	A comprehensive youth entrepreneurship capacity building program developed	Build capacity of young men and women (out-of-school) on entrepreneurship and business management	Engage consultant to develop an generic entrepreneurship curriculum for in-school youth as well as an entrepreneurs' trainers manual	Year 1	SS	
			Disseminate the generic entrepreneurs' curriculum to member countries	Year 2	SS	
			Advocate for implementation and monitoring of the entrepreneurship curriculum and trainer' manual.	Year 2-year 5	SS;MS	
		Build capacity of young men and women (in-school) on entrepreneurship	Engage consultant to develop a tool for identifying youth innovation, and a guide to be used to translate innovative ideas into sustainable business enterprises	Year 2	SS; MS; YF	
			Engage consultant to develop an innovative entrepreneurship teacher educators' manual for in school youth	Year 1	SS	
			Advocate for implementation and monitoring of the teacher/educators' entrepreneurs manual for in-school youth	Year 2- Year 5	SS; MS	
Engage consultant to develop a tool for identifying youth innovation, and a guide to be used to translate innovative ideas into business enterprises	Year 2	SS; MS; YF				
<b>Policy A27 Priority Area 3: Increasing participation</b>						
Increased participation of young women and men in the labour market in the region;	Level of youth involvement in decision making processes on labour market issues	Regional youth forum on employment creation established	Support youth fairs, exchange programmes and networking	Facilitate a regional youth forum_/dialogue on employment creation	Annually	SS; MS; ILO
				Facilitate regional youth fairs	Annually	SS; MS; YF
				Facilitate regional youth exchange and networking programmes	Annually	SS;MS; YF
	Number and types of youth- innovative solutions to green jobs	Program on innovative solutions to green jobs developed	Promote youth access to opportunities in the green economy	Facilitate youth access to the Green Fund	Year 1-Year 5	SS;MS
			Facilitate a SADC youth innovation solution to green jobs competition.	Facilitate collation of competition entries and adjudicating process.	Year 2-Year 5	SS;MS
<b>Policy Priority Area 4: Labour Migration</b>						



## SADC YOUTH EMPLOYMENT PROMOTION POLICY FRAMEWORK

Improved management of youth labour migration in the region	Number of Member States that have aligned their national qualifications to the SADC RQF	RPL and RQF implementation and monitoring plan developed	Develop an RPL and RQF implementation and monitoring plan	Engage consultant to develop an RPL and RQF implementation and monitoring plan	Year 1	SS
			Provide guidelines for use by Member States in the recognition of prior learning and a framework for regional harmonisation and benchmarking of RPL across the region.	Engage consultant to develop guidelines for use by Member States in the recognition of prior learning and a framework for regional harmonisation and benchmarking of RPL across the region.	Year 1	SS
			Build capacity for relevant government officials on aligning national qualifications to the SADC RQF	Organise capacity building workshops for relevant government officials to build awareness on RPL, the guidelines and a framework for regional harmonisation and benchmarking of RPL across the region.	Year 2	SS;MS
	Number of Member States that have national labour migration policies that address the needs of youth migrant workers	Regional social security portability framework developed	Provide guidelines for developing national labour migration policies	Engage consultant to develop guidelines for developing national labour migration policies	Year 1	SS; IOM; ILO
			Facilitate the development of a regional policy on harmonisation of social security schemes and portability of benefits	Engage consultant to develop a regional policy on harmonisation of social security schemes and portability of benefits	Year 2	SS;ILO; IOM
			Facilitate ratification of policy		Year 3	SS; MS;IOM
	Number of Member States that have developed knowledge base and statistics to inform labour migration policy	Regional guidelines for developing knowledge base and statistics to inform labour migration policy developed	Provide guidelines for developing knowledge base and statistics to inform labour migration policy	Engage consultant to develop guidelines for developing knowledge base and statistics to inform labour migration policy	Year 1	SS; ILO;IOM
			Build capacity on developing knowledge base and statistics to inform labour migration policy	Organise capacity building workshops on developing knowledge base and statistics to inform labour migration policy	Year 1 -Year 2	SS; ILO, IOM; MS
	<b>Policy A40Priority Area 5: Transitioning from informal to informal economy</b>					
Enhanced capacity for the transition of the informal to the formal economy in the region	Level of awareness in Member States on the transition from informal to formal economy	Advocacy and communication plan on the transition from informal to formal economy	Develop an advocacy and communication plan on the transition from informal to formal economy	Engage consultant to develop an advocacy and communication plan on the transition from informal to formal economy	Year 1	SS; ILO;MS
	Number of Member States with policies, programs or strategies on	Program to support Member States to transition from	Develop a program to support Member States to transition from informal to	Engage a consultant to undertake a situational analysis of the extent and dynamics of the informal sector in the region	Year 1	SS;ILO

## SADC YOUTH EMPLOYMENT PROMOTION POLICY FRAMEWORK

	transitioning from informal to formal economy	informal to formal economy developed	formal economy	Organise a workshop with relevant senior government officials from Member States to build awareness on the benefits of transitioning from informal to formal economy	Year 1	SS;ILO;MS
				Engage a consultant to develop a program to support Member States (through a participatory process), to transition from informal to formal economy developed	Year 1	SS
				Provide support and technical assistance to Member States on transitioning from informal to formal economy	Year 2-Year 5	SS;ILO
<b>Policy Priority Area 6: Labour Market Information Systems</b>						
Strengthened labour market information systems in the region	Number of Member States conducting labour force surveys at least every 2 years	Functioning regional labour market information system developed	Advocate and support Member States to establish labour market information systems.	Develop guidelines for Member States to build a functional youth LMIS.	Year 1	SS;ILO
				Develop standardised youth labour market indicators to be mainstreamed in labour-force surveys with particular emphasis on gender disaggregation.	Year 1	SS;ILO
	Existence of labour market information data base at regional and national levels	Analytical regional Report on youth labour markets	Build capacity to collect, store, analyse and interpreted gender sensitive labour market information on youth.	Engage a consultant to develop a standardised training manual on youth labour market information system.	Year 1	SS; ILO
			Provide technical support to Member States in the collection, analysis and dissemination of youth labour market information.	Organise regional capacity building workshops for relevant government officials on the management of youth labour market information systems.	Annually	SS;ILO;MS
			Collate data and information on youth employment from MS	Compile regular analytical reports on regional youth employment	Annually	SS
<b>Key</b> SS: SADC Secretariat ILO: International Labour Organisation IOM: International Organisation for Migration MS: Member States YF: Youth Formations						

