



MINISTRY OF
YOUTH AFFAIRS
SIERRA LEONE



A Blue Print for Youth Development

SIERRA LEONE'S NATIONAL YOUTH PROGRAMME
2014-2018



NATIONAL YOUTH PROGRAMME,
Ministry of Youth Affairs
Sierra Leone



In Collaboration with:
National Youth Commission
of Sierra Leone (NAYCOM)



*Empowered lives.
Resilient nations.*

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PRIORITY CHALLENGES BY 2035

SYNOPSIS



1 million

**DECENT NEW
JOBS**



2 million

**ACTIVE YOUNG
CITIZENS**



300,000

**MORE YOUTH IN
EDUCATION**

Sierra Leone has 1.7 million young people – 75 percent of its population is below the age of 35, and this number will only grow. 60 percent of young people are structurally unemployed – they are unable to provide sufficiently for themselves and their families. The secondary and tertiary education systems are also failing young people, with only 37% of the school-age youth population in education, and half of all young people illiterate.

This places a huge strain on social protection systems: both in terms of demand for services and the opportunity cost of lost economic production and revenue generation. It also places young people at odds with the social and political life of the country.

Service sector businesses, public sector reform, and growth in the extractive industries will contribute some jobs: but the agriculture and fisheries sector offer the greatest near-term potential to generate the hundreds of thousands of resilient jobs that are needed. Achieving this requires significant policy reform, political will, and practical action.

The challenge facing the Youth Sector is to develop the consensus, organisation, and influence to effectively drive this change in collaboration with young people themselves. This proposed national programme of action seeks to meet this challenge.

Under the leadership of the Ministry of Youth Affairs and the National Youth Commission, the Programme will focus on three objectives:

- 1/ Pro-Youth Private Sector Development,
- 2/ Resilient and Effective Youth-Serving Institutions, and
- 3/ Youth-friendly Public Services.

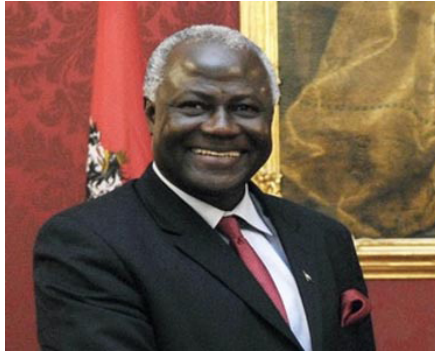
Together, these will aim to enable the goal of active citizenship among Sierra Leone's Young People: enabling them with the responsibility and means for their effective participation in national life.

Over 5 years, the programme will coordinate, mobilise, mainstream, and extend youth-focused action around three high priority needs: 1 million new youth jobs; 2 million active young citizens; and 300,000 more youth in secondary or higher education.

The Programme acknowledges, and seeks to address, the capacity constraints of Government and civil society actors. Coordination will be progressively enhanced through a focus on four mechanisms: 1/ a new Multi-sector Coordinating Committee (MCC); 2/ the existing National Youth Policy Steering Committee (NYPSC); 3/ a Youth Mainstreaming Technical Team; and 4/ an innovative Youth-led Social Action Research Network.

The Programme will adopt the principle of mutual accountability in working towards establishing a single Medium Term Expenditure Framework and financing modality for the Youth Sector by 2018.

FOREWORD



In writing this foreword to the National Youth Programme; 2014-2018, I am honoured to accept, as requested by the programme, the position of champion of Youth Development in Sierra Leone. When I declared before Parliament in 2012 that I am ready to lay down my life for youths, this country is lifeless and without a future. As a patriot, I would rather pay the supreme sacrifice than allow that to happen. The National Youth Programme is a firming up of my Government's commitment to standing up with the youths; to working with youths; to marching with youths into achieving the aspiration set forth in our Agenda for prosperity.

Youths are the main stay of present day Sierra Leone, and the movers of the country's destiny. With youths as active, educated, productive and entrepreneurial citizens, this country shall sustain its achievements and transcend its limitations. The Nation Youth Programme encapsulates this vision for youths in the country. But it is also very honest with the challenges to this aspiration.

The National Youth Programme challenges the nation to face up to these constraints through pro-youth private and sector development; resilient and effective youth serving institutions, and youth friendly public services. My government has established a separate ministry of Youth and National Youth commission. As champion of youth Development I will do more to make our youth serving institutions more resilient and effective.

Public sector reform is at the heart of my government's transformation agenda; and we have shown commitment to implementing programmes mainly targeting youths, including the free healthcare initiative, paying for public exam at the NPSE, BECE and WASCE levels and tuition for women studying science and engineering at tertiary level. I have also appointed youth into leadership positions in the presidency, cabinet, the diplomatic service and numerous institutions. As a champion of youth Development, I will continue to do more to make our public service friendlier and more inclusive of youths at all levels of authority, programme design and implementation.

I fully endorse the objectives, coordination mechanisms and strategies for mobilizing resources, designing, implementing, monitoring and evaluating programmes stated in the document; and I hereby call upon all the youths, MDAs, youth serving organizations and our valued development partners to join me in a partnership of champions for the successful implementation of the youth programme.

A handwritten signature in red ink, which appears to read 'Ernest Bai Koroma'. The signature is stylized and fluid.

Dr. Ernest Bai Koroma

President of the Republic of Sierra Leone



United Nations Development Programme



*Empowered lives.
Resilient nations.*

UNDP along with other UN agencies and the wider international community has walked along with Sierra Leone in her remarkable recovery efforts from fragility to a more development-focused stage. Through our joint efforts, the country has made significant strides in consolidating peace and stability, including holding three peaceful and democratic post-war elections.

Recognizing the success in the peace consolidation efforts, the UN Security Council decided to draw down the UNIPSIL mission by end March 2014 thus ushering in a new era of development-focused presence of the UN in Sierra Leone.

Sierra Leone has made significant progress in laying the foundations upon which a strong and stable nation can be built. However, despite good economic performance in the post-war period, the growth has not been sufficiently inclusive, including limited employment and livelihood opportunities for the youth and women folks.

With a relatively large youth population, failure to deal with their political and economic empowerment may reverse the gains in peace consolidation and security. Youth unemployment is further complicated by, among others, skills mismatch, lack of labour market information and limited access to land especially for women.

The National Youth Programme 2014-2018 aims to develop the consensus, organization and influence to effectively enhance participation and voice of young women and men in both political and economic spheres in Sierra Leone. It also aims to enhance active citizenship among Sierra Leone's young people, including bestowing them with the responsibility and means for their effective participation in national life and nation building.

For tackling youth unemployment, the programme will build on successful ongoing initiatives such as the Youth Employment and Empowerment (YEEP) by UNDP, the Youth Employment Support Programme which is supported by The World Bank and other youth initiatives of the Government and other development partners. The programme will also help to complement efforts of the private sector in achieving sustainable livelihoods/employment for the youth in Sierra Leone.

As stated in several fora within the youth development efforts, UNDP Sierra Leone remains committed to pursuing the Global UN position of dedication to youth development and the Government of Sierra Leone's prioritization of youth by endorsing the intention and vision through this well organized and strategically astute programme document.

Sudipto Mukerejee
Country Director, UNDP Sierra Leone

Ministry of Youth Affairs



I am deeply satisfied to offer to the young people of this country my Ministry's Road Map, the National Youth Programme (2014-2018). This document is the result of extensive consultations done by UNDP and the Ministry of Youth affairs in collaboration with the international and local consultants with the full participation of the of Sierra Leone involving the National Youth Commission, District Youth Councils, community stakeholders, Youth serving agencies, the private sector and all MDA's implementing youth related programs in the country.

Youth development and employment challenges are global and Sierra Leone is no exception to reality. Our Agenda for prosperity (PRSP3) stressed core challenges facing youths amongst others as reducing unemployment among youth, improving literacy and skills among the youth and creating opportunities for tapping the energy and talents of young people.

When I was appointed as the first ever Minister of youth affairs after it separation from the Ministry of Sport's humbly took the job with a clear understanding of the daunting task ahead especially after His Excellency the President, Dr Ernest Bai Koroma had declared his determination to lay his life for the young people of this country during the state o opening of the 4th Parliament of the 2nd republic that began his second term in office.

This document is a concrete step towards achieving all youth development objectives set in the Agenda for Prosperity by offering greater opportunities for youth to achieve their full potentials and to equip them with the skills they need for employment in all sectors of the economy.

We are very grateful to His Excellency the President for pledging his second term in office to the employment and development of young people and for supporting the Ministry achieve its objectives. We are also grateful to UNDP for championing the development and publication of this National Youth Program document and the various partners, organizations, youth's groups and youth serving agencies that participated in its development.

It is my ardent desire to call on all development partners to uphold the programme and to work assiduously towards transforming what is in this into concrete project and activities geared towards the realization of the sustainable youth employment and development in Sierra Leone. I also call on all young people to embrace change by refusing to idle, unproductive and become law abiding, diligent, productive and peaceful citizens as our government rolls out the Agenda for Prosperity. May God bless the efforts of all the young People of this country.



Hon. Alimamay Amara Kamara
Minister of Youth Affairs

SITUATION OF YOUTH

There are approximately 1.7 million young people between 15 and 35 years of age in Sierra Leone: 34 percent of the estimated population. Furthermore, 42% of Sierra Leoneans are under the age of 15, and therefore the youth population will continue to increase.

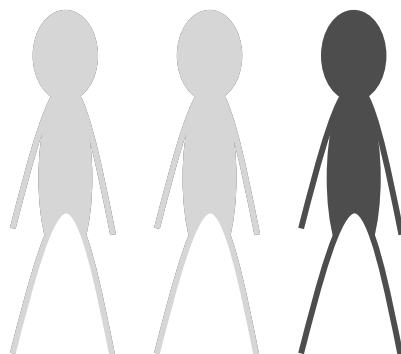
Qualitatively, youth is defined as a phase when a person moves from a time of dependence (childhood) to independence (adulthood). The transition involves several shifts, which present unique challenges and vulnerabilities, especially for the poor and socially marginalized groups: i) moving from school to seeking work and independent sources of income; ii moving from the parental home to new living arrangements; and iii) forming close relationships outside of the family and having children.

Sierra Leone was already one of the world's economically poorest countries before the civil war began in 1991. Despite remarkable stabilisation and reforms since the war ended in 2002 – such as GDP growth predicted at 7.5% in 2013 – multiple interconnected challenges remain in all sectors – the annual per capita income is US\$805 (one the lowest in the world). 59.5% of the economically active population are engaged in agriculture – mostly for subsistence.

Nevertheless, peaceful elections held on 17 November 2012 and the Government-led Agenda for Prosperity demonstrate a national commitment to progressing democratic development.

During recent years, the Government has placed significant focus on improving the environment for investment and private sector development with a view to the creation of jobs. Youth have been given a central consideration as a driver of, and beneficiary from, economic prosperity – including the recent establishment of the Ministry of Youth Affairs (2013) and National Youth Commission (2011). UNDP has provided substantial support to develop the capacity of both institutions.

1 in 3 Sierra Leoneans is a Young Person

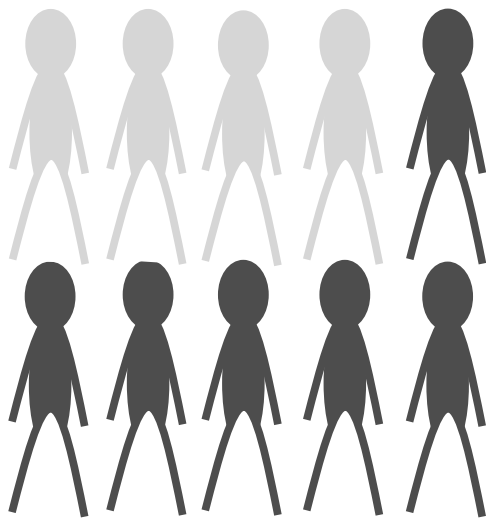




Economic Development

GDP composition by sector is 51% agriculture, 22% industry, and 27% services. Manufacturing and handicraft account for 2.2% of GDP. This sector consists mainly of the processing of raw materials and light manufacturing for the domestic market. Alluvial diamond mining remains the major source of hard currency earnings, accounting for nearly half of Sierra Leone's exports. Child labour within diamond mining areas continues to be a major cause of concern for the authorities.

60% of Young People are Underemployed

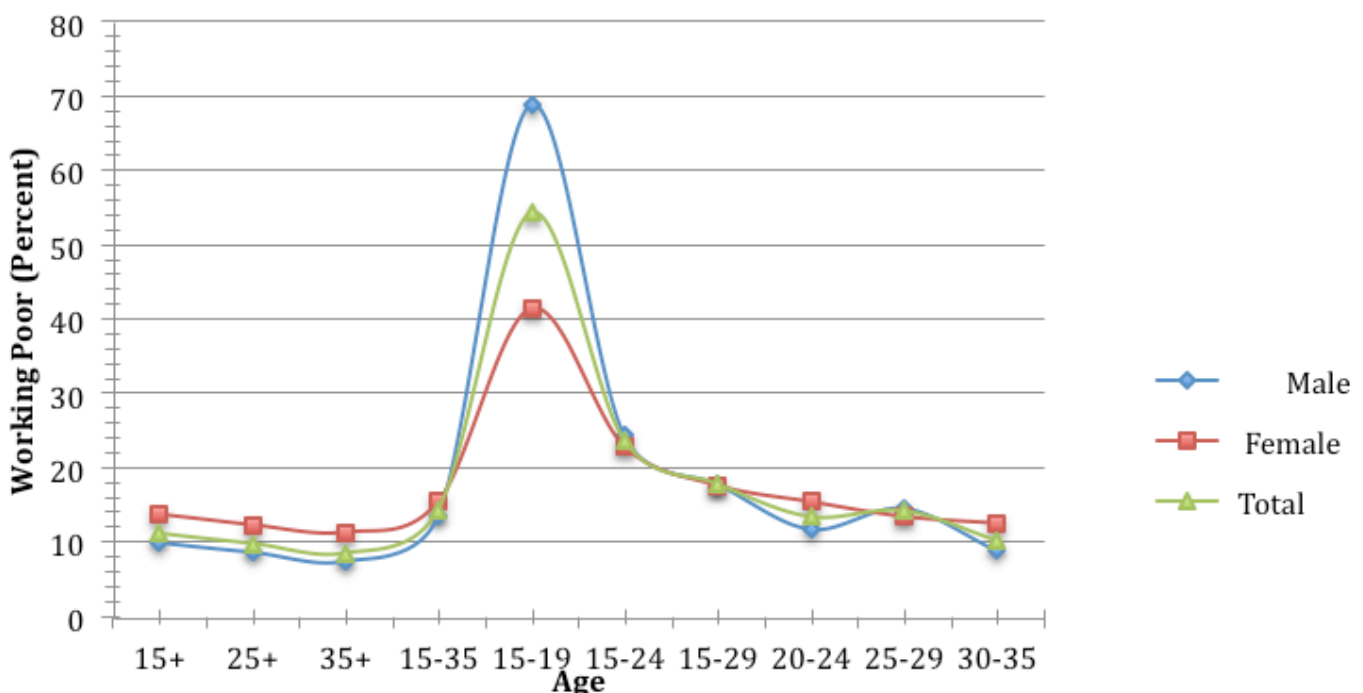


Private sector development is central to Sierra Leone's national development strategy. Large investments on infrastructure related job creation efforts have been led by the Government and the World Bank to provide employment for young women and men. Select value chain production (rice, cocoa, cassava) has been developed in rural areas with the support of international partners such as GIZ, FAO, IFC and others. Nevertheless, donor interventions have been limited in time and scope.

Youth unemployment remains a major social problem, however, with a structural unemployment rate of 60 percent – amongst the highest in the West African sub-region. Less than 34 percent of Sierra Leone's young people (15-24) are in the labour force. The literacy rate for youth (15-24) is only 57.6 percent (67.6% males, 48.1% females). Of the 21 percent of young people who enrol in junior secondary school, the proxy completion rates are 69.4 percent (males) and 74.3 percent (females).

According to McLaughlin et al (2013), single young men with some secondary education are the most likely to be employed or self-employed; young married women with no education are the least likely. All young people face challenges in access to capital, supply chains, and comprehensive skills. Pressures to contribute to household livelihoods prevent many young people from completing their education.

Figure 1: Percentage distribution of employed population below poverty line (SLIHS, 2011)



Social Trends

Sierra Leone's social indicators are amongst the lowest in the world. It has one of the worst maternal mortality rates worldwide with 970 deaths per 100,000 live births, and approximately 41% of the population suffers from malnutrition. Rural areas account for the largest part of the population (66%) and the highest rate of people living below the poverty line (73% rural, 61% urban).

In rural areas, 87% of young men (25-35) interviewed by McCloughlin et al (2013) were economically active, compared to 65% in urban areas. By contrast, 68% of urban youth (15-19) are in education compared to 43% in rural areas. According to Statistics Sierra Leone and the World Bank, the poverty headcount has reduced 2003-2011 by 44% in provincial urban areas and 16% in rural areas. In Freetown, however, the poverty headcount has increased by 52% in the same period, most likely driven by migration of the poor to the city.

UNFPA predicts that by 2020 approximately 52 percent of people living in West Africa will be residing in urban areas (Yumkella 2007). At present, 76 percent of the population in Sierra Leone is rural. Over the next decade, this trend could translate into urban migration of more than 800,000 people or almost one-fifth of the population. A disproportionate number of these migrants will be young and male.

Figure 2: Proportion of employed persons with secondary occupation per sex, age group, urban-rural

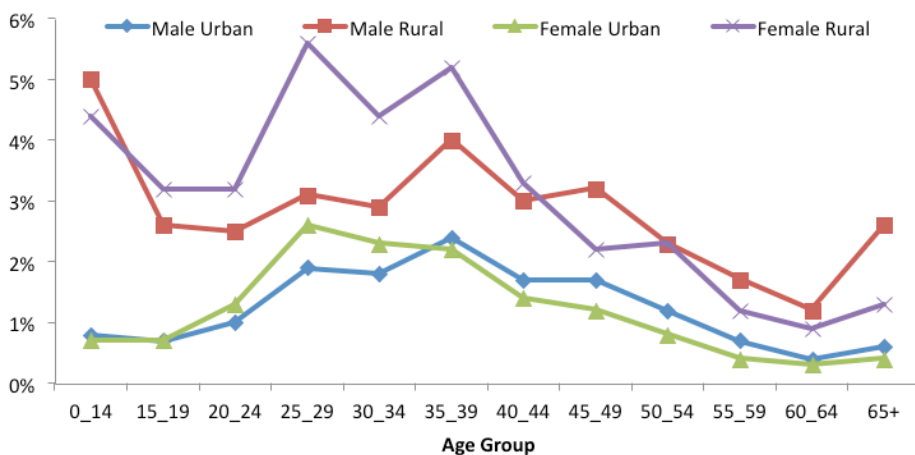


Figure 3: Persons employed in the informal sector per age groups, sex and urban-rural

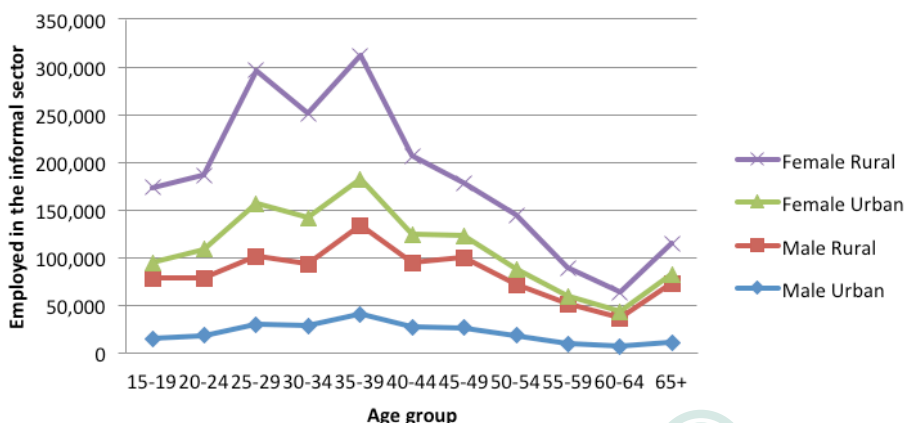
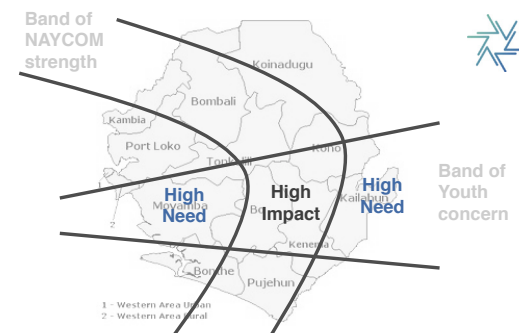



Figure 4: areas of high need for national infrastructure (Source: NAYCOM Annual Technical Conference 2013/ImpactReady/UNDP)





A 2012 youth-led study by Restless Development reported young people's priorities for government as: creating jobs (48%), establishing industry (22%), agriculture and food security (14%) and education (11%).

The 2013 NAYCOM Youth Perception Survey revealed that young people in urban areas are 11 percent more positive about the situation they face than those in rural areas; and that young women are 3 percent more positive than young men. Initial analysis of unpublished data for DHS 2013 is suggesting that migration may be leading to an increased poverty headcount in Freetown, just as urban areas elsewhere are outstripping rural zones in terms of poverty reduction.

Political Participation

Sierra Leone does not have a tradition where youth participate in the national and district development-planning process. Even where the Government has established District Youth Councils (DYCs), Zonal Youth Councils (ZYCs) and Chiefdom Youth Councils (CYCs), the majority of youth are not aware of their roles within these mechanisms and the processes involved in participating and influencing their outcomes.

Contributing Factors

In preparation of this programme, Young people themselves identified eight main challenges that contribute to this situation:

1. Young people are **under-represented in positions of decision making** and responsibility – caused by and contributing to poor leadership opportunities and skills;
2. Young people lack **self-confidence and trust** in the system, exacerbated by marginalisation of differently abled and poor young people by state systems and chieftaincies;
3. Structural undermining of equality by **harmful traditional practices** – especially early marriage and FGM – tolerance of sexual harassment and gender based violence;

CONTINUED OVER

There is a strong belief among young people that their needs are not met by the national and local political structure. Although they are cognizant of the important role local council play in delivering services to the community, they feel that the enabling environment is not present for them to participate actively in the national or local decision making process. They are of the view that they are systemically 'shut out' of the decision making process and that the services delivered do not meet their expectations.

District Youth Councils (DYCs) were established as a mechanism to enable youth to participate in national development and to promote good governance, responsible citizenship and leadership among young people. The Truth and Reconciliation Commission (TRC) assessed that the "creation of a dedicated youth representation at District and Chiefdom levels... have been deemed a critical step towards achieving the objective".

A study on the development of the District Youth Councils (DYCs) of Sierra Leone in 2012 highlighted the fact that these entities are not yet functioning effectively due to capacity constraints and lack of resources.

Young people themselves consistently feel less positive about their situation than all other stakeholders that are surveyed. The issues that they believe are least served are reproductive health, drugs, and opportunities for leadership. There is a strong sense among surveyed youth that state agencies are falling short in their collective responsibility to provide financial support and jobs for young people.

Perception surveys of stakeholders in all 14 districts have identified Eastern and Western regions as having the highest gap between the current capacity of youth-services and demands from young people.

Youth employment

The Africa Commission Report (2009) estimates that nine of ten jobs in the developing world are in the private sector and private companies will be the main long-term source of jobs and incomes. International investment and private organizations were expected to create high numbers of jobs in Sierra Leone under Agenda for Change. While the results achieved by some of these past and ongoing interventions are notable, there is much room for improvement.

The Government has collaborated with a range of development partners to enhance the youth employment situation in Sierra Leone. These agencies include the United Nations (UN) family, German Development Cooperation (GTZ), the World Bank and the European Union working in collaboration on a Joint Response to Youth Employment that ended in 2012.

In reality, the majority of programme interventions have focused either on public works schemes or on micro and small enterprises – that often operate in the informal sector and are characterized by shortfalls in meeting decent-work conditions, such as low wages, long working hours, and no social security or other benefits. These businesses also represent very significant challenges in terms of tax collection.

According to McCloughlin et al (2013), the sector with the highest potential for youth employment is agriculture, which is not currently performing as a commercial employer (only 1% of newly registered MSMEs are in the agriculture sector). The same authors found that the services sector also offers significant potential, especially in relation to agriculture, mining, engineering and electronics. Commerce, petty trade and home-produced goods are strategies that are primarily used by young women close to urban areas and trading centres.

Specific skills found to be in demand were drivers, mechanical operators, and after-sales services for electronics and generators. Construction skills are in demand around urban areas, but carry the risk of separating young people from their families in rural areas. Mining is an expanding area, but appears to have limited capacity to create jobs: companies are unable to find the skilled labour they need and do not have training programmes to fill the skill gap using local youth.

A 2011 impact evaluation of youth employment programs by UNDP and University of Oxford revealed that a combination of strategies is needed for success, including: i) participation of the private sector, ii) monitoring and follow up of individual participants, and iii) complementary interventions (such as combined training with job search and placement assistance).

The evaluation also identified four future trends that youth programmes should be cognizant of: i) progressive urbanization; ii) a youth bulge combined with high illiteracy rates; iii) structural discrimination against women, who are also mostly in rural areas; and iv) the huge challenge of enhancing transparency in managing the country's vast natural resources.

4. Continuing high barriers to accessing **formal, technical and vocational education**, exacerbated by a disconnect between academic certification and labour market demands;
5. Poor support (including availability of capital and skills) to **young entrepreneurs** and youth-orientated enterprises, combined with a negative attitude towards agriculture as a vocation among young people;
6. A lack of sporting and **recreational opportunities** contributing to whole-of-person development;
7. Lack of secure income or **employment opportunities** resulting in a failure to meet the basic needs of young people: food, water, shelter; and
8. Unhealthy behaviours, **drugs and crime** resulting from a sense of marginalisation, lack of education, underemployment and urbanisation.

Drivers of Change

The Agenda for Prosperity (AfP) marks Sierra Leone's first five-year roadmap towards its aspiration to become a middle-income country by 2035. In contributing progress towards this vision, programmes must also be aware of the need to be sensitive to the drivers of conflict identified in the Sierra Leone Fragility Assessment (MoFED 2012): i) positive institutional reforms, but capacity restraints and delays remain; ii) regulations, policies and procedures are in place but are often not enforced; iii) civil service is under rewarded; iv) regional variation and resentment; v) importance of customary or informal systems; vi) short term focus of projects; vii) political competition, with limited opportunities for participation of majority; viii) impunity of the elite and a sense of injustice; ix) extreme inequalities between the elite and the majority; x) unemployment and low standards of living led to a population with nothing left to lose; xi) low levels of education; xii) poor access or equality in basic service provision limits public stake in peace and security.

Within the drive for economic growth and prosperity, the agriculture sector has been highlighted as a major driver of an inclusive growth strategy. The Government's Smallholder Commercialization Program is now being implemented across the country, with the fisheries sector potentially being another major driver of growth. This economic diversification takes on added significance in light of the likely extractives boom – which has a limited capacity to create sustainable new jobs – especially for the unskilled and illiterate. Large employers find it challenging to manage local young people because of their lack of communication, technical skills, and work ethics. However, smallholders also face ongoing risks associated with the customary land tenure system.

Table 1: Youth sector opportunities and challenges

Significant opportunities	Significant challenges
<ol style="list-style-type: none"> 1. Youth is a sector with new institutions that are ready to embrace change; 2. The sector has the existing support of multiple development partners, including UNDP and the World Bank that have comparative advantages in state-building; 3. As a result of which there is an opportunity to create alternative modalities that are attractive to donors; 4. Youth is an issue of national importance – heavily included under Pillar 5 of AfP and with Presidential support; 5. Youth is a gender issue, with opportunities for mutual benefit from collaboration under Pillar 8 of AfP; and 6. Young people are stakeholders full of energy and creativity if they can be engaged by the sector. 	<ol style="list-style-type: none"> 1. MoYA and NAYCOM are both young, and have yet to work together in practice; 2. The institutionalisation of systems and capacity in the youth sector is still weak; 3. There is a danger of youth issues being perceived in only economic terms under AfP; 4. Youth mainstreaming is an enormous challenge when other sectors have their own priorities; 5. Young people have a high – and unrealistic – perception of what the sector can (and should) provide; Widespread social suspicion and marginalization of young people remains; 6. The national budget for youth (and gender) are very small; and 7. There is a challenge to respond to urbanization without leaving rural needs behind.

Within each sector, consultations with young people, MDAs and CSOs revealed their perceptions of the principle barriers to improved human development for young people.

Table 2: Principle barriers facing young people

Youth Grouping	Education	Health	Livelihoods	Participation
Rural Females	<ul style="list-style-type: none"> • Teenage pregnancy • FGM/C and SGBV • Traditional laws • Early marriage • Inadequate latrines 	<ul style="list-style-type: none"> • SGBV and FGM/C • Long distance to Rainbo (centre for SGBV survivors) • Early marriage 	<ul style="list-style-type: none"> • SGBV • Barriers to land ownership 	<ul style="list-style-type: none"> • Traditional laws
Rural Males		<ul style="list-style-type: none"> • Hazardous work conditions (esp. mines) 	<ul style="list-style-type: none"> • Insecure mine work • Subsistence image of agriculture 	
Rural Youth (all)	<ul style="list-style-type: none"> • Lack of transportation • Household labour • Hidden costs • Unqualified teachers • Lack of books and equipment 	<ul style="list-style-type: none"> • Lack of transportation • Costs • Limited coverage of Free Healthcare and PHUs/CHWs • Poor WATSAN 	<ul style="list-style-type: none"> • Low access to capital • Illiteracy • Few opportunities for skills training or unskilled labour • Access to markets 	<ul style="list-style-type: none"> • Illiteracy • Weak youth networks • Victimhood
Urban, Educated	<ul style="list-style-type: none"> • Bribe taking 	<ul style="list-style-type: none"> • Drugs and crime • Costs • Limited coverage of free healthcare 	<ul style="list-style-type: none"> • Low access to capital • Few opportunities for experience • No jobs boards • Lack of management and business skills • Bribes for jobs 	<ul style="list-style-type: none"> • Weak youth networks • Victimhood
Urban, Uneducated	<ul style="list-style-type: none"> • SS/TVET entry requirements • Tuition fees • Opportunity cost of studying 	<ul style="list-style-type: none"> • Drugs and crime • Costs • Limited coverage of free healthcare 	<ul style="list-style-type: none"> • Poor financial literacy • Bribes for jobs • Few opportunities for unskilled labour 	<ul style="list-style-type: none"> • Weak youth networks • Victimhood
Urban, Low Income, Migrants		<ul style="list-style-type: none"> • Loss of family support structures • Poor WATSAN • Poor housing 	<ul style="list-style-type: none"> • Scams/Ponzi schemes 	<ul style="list-style-type: none"> • Loss of community networks and identity
Urban, Females	<ul style="list-style-type: none"> • Teenage pregnancy • Sexual corruption and harassment 	<ul style="list-style-type: none"> • Transactional sex 		
Differently Abled Youth	<ul style="list-style-type: none"> • Few adapted facilities 			<ul style="list-style-type: none"> • Social marginalisation • Victimhood

Gender Equality

Women and girls in Sierra Leone face various forms of inequality and marginalization that prevent them from participating in the governance and development of the state. State institutions are dominated by men and exclude women in the decision-making at all levels. Women's voices are seldom heard in national or local policy making and planning as men continue to make major decisions on issues that directly affect the well being and status of women.

Risks

Failure to address gender issues amongst the youth, for example, sexual and reproductive issues facing young girls and women. Key issues that are specific to female youth are:

- a. Teenage pregnancies: With 68 percent of girls have their first pregnancy between the ages of 12-20 for girls, teenage pregnancy is a major national challenge;
- b. High level of transactional sex amongst young girls, partly as a coping strategy against poverty;
- c. Growing risk of contracting HIV and AIDS by youth, in particular young girls, and;
- d. High vulnerability to sexually transmitted infections (STIs/STDs), in particular, risk of contracting the HIV virus.

A study carried out by the justice sector development programme found that women faced social and economic injustices in their daily lives, many of which they are unable to speak out about. The behavior of chiefs and elders was reported as often being arbitrary, prejudicial and corrupt; women's voices are rarely heard and they are consistently marginalized in their communities. Their attempts to seek redress for the different types of abuse are not often supported by the responsible authorities.

Members of the Bondo secret society conduct female Genital Mutilation (FGM/C) in secrecy in Sierra Leone. WHO states that FGM/C is recognized internationally as a violation of the human rights of girls and women, reflects deep-rooted inequalities between the sexes and constitutes an extreme form of discrimination against women. This practice is nearly always carried out on female minors and is a violation of the rights of children. The practice is popular in rural areas. FGM/C is supported mainly by women and is embedded in the cultural fabric of society.

McCloughlin et al (2013) report that employment and self-employment options for young women are very limited – especially when they have children – and many supplement their income or secure land through transactional sex. Training courses held outside of their homes make young women (especially) vulnerable both economically and in terms of SGBV. Integrating adult literacy and sexual and reproductive health into training programmes is essential for young women.

Inadequate sex disaggregated data and unavailability of a databases on gender are indicative of most support programmes in Sierra Leone. In addition to addressing this shortfall, the National Gender Strategy proposes that programmes must specifically target women in a way that will help them realize optimal benefits from all initiatives. Gender-sensitive budgeting should ensure that adequate resources are provided for activities aimed at meeting both the strategic and practical gender needs of all groups of women and men.

Health and Sanitation

Sierra Leone launched the Free Health Care Initiative in 2010 to provide free health services to pregnant women, breastfeeding mothers and children under the age of 5 years, offering comprehensive services to its population. It spent 1.4% of GDP in 2011 on the Health sector. Sierra Leone has a life expectancy of 47.8 and a mortality rate, under five, of (per 1000) of 217.

The country has seen dramatic increase of over 250% in the utilization of health services provided by government, faith based organizations, NGOs, private clinics and traditional healers. The public health delivery system comprised of a) Peripheral Units (PHU), for primary health care, b) District hospitals and c) Regional or national hospitals for tertiary care. These facilities are mainly managed by the Local Authorities. There are more than 176 private health facilities owned by private organizations and NGOs.

Sierra Leone experiences acute shortages in infrastructures, personnel and supplies required for the delivery of surgical care. At the national level, only 23.1% of the population made use of the medical services; 25.2% in rural and 19.9% in urban areas. Approximately 35% of the population was dissatisfied with the quality of services offered by these facilities. They cited as the main reasons: high cost (38.9%), long wait (37.9%), unsuccessful treatment (26.3%), drug peddlers (10.2%) no trained professional and other reasons (90%). (Zhou ed. (2009), page 62)

The population using improved drinking water source increased from 49% in 2008 to 57% in 2010 (76% urban and 48% rural). There has also been marked increase in the percentage of the population with improved sanitation facility rising from 13% in 2008 to 40% in 2010 (58% urban and 32% rural). (Multiple Indicator Cluster Survey (MICS), 2010).

Teenage pregnancy is one of the most pervasive problems affecting the health, social, economic and political progress and empowerment of adolescent girls and boys. Up to 34% of all pregnancies occur amongst teenage girls, while 40% of maternal deaths occur as a result of teenage pregnancy. Studies show that the poorest girls in the poorest communities in Sierra Leone are most likely to become pregnant during adolescence, with serious long-term health consequences. Adolescent pregnancy is associated with premature delivery, stillbirth, foetal distress, birth asphyxia, low birth weight, and miscarriage. Babies born to teen mothers are far more likely to die than those born to older women.

Malaria is the leading killer of young people, while 40% of maternal deaths occur as a result of teenage pregnancy

Education

The World Bank has estimated that 54% of child and young youths (15-19 years) are primarily engaged in education, and 28% are employed. By comparison, 76% of adult youths (25-35 years) are economically active and 2.7% are in education. Interviews with District Social Welfare, Gender and Children's Affairs Officers suggest that the strong calls for jobs are most often from adult youths; with child youths too intimidated to put forward their own demands for education improvements.

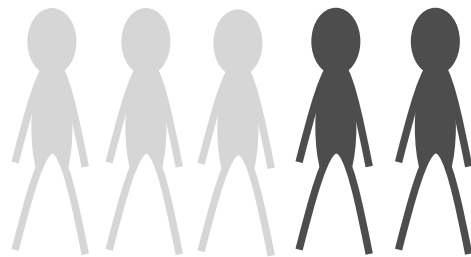
Education in Sierra Leone is governed by the Education Act of 2004, which requires all children to complete basic education of 6 years and 3 years of junior secondary education. The country experienced a rise in attendance from 69% in 2005 to 74% in 2010; however despite the improvement in enrollment rate, 26% of children are still out of the school system.



According to the World Bank and Statistics Sierra Leone, The net enrollment rate for junior secondary increased from 14.0 to 30.7 percent from 2003 to 2011. Overall, the number of secondary school (JSS+SSS) enrollments tripled to approximately 240,000 students, and there was a more than ten-fold increase in post-secondary enrollments to nearly 50,000. Gaps between enrolment of boys and girls begin to open in higher levels of education, but the magnitude of these gaps has decreased from 2003 to 2011.

The most substantial gaps in access are between urban/rural areas and income groups. Rural areas lag considerably behind urban areas in terms of enrollments, particularly at the secondary and post-secondary levels. Comparing the first and fifth quintiles of the household consumption distribution between 2003 and 2011, the enrolment gap has expanded for secondary and post-secondary education.

Previous national policies that have been assessed as successful are a) reducing the cost of education to secondary schools; b) eliminating fees in primary schools; c) providing scholarships for girls who enter junior secondary schools; and d) paying the cost of examination fees for all students who sat national examinations. A programme of rehabilitation and construction of schools supported these policies across the country. Accelerated learning programmes for children and young people who missed out on completing their education as a result of the civil war were also conducted.



*40% of Young
People are
Illiterate*

Only 37% of children within the secondary school age (12-17 years) attend secondary schools. Junior and senior secondary school are responsible for 15% and 7% respectively of all school enrolment (2010/11 School Census Report – Vol.1). A large percentage of students dropped out of school after successfully attaining the National Primary School Certificate Examination (NPSE).

Poverty is a major cause of school dropouts including cost of books, transport, uniforms, school fees, and 'hidden fees' (asked by teachers for additional lessons, marking assignments and fees for retaking exams). Quality of education is also a major concern, with repetition rates for all grades of secondary school between 8 to 16 percent.

Gender inequalities in Higher/Tertiary Education (HTE) are even more prevalent. Current data suggests that this is compounded by inequalities in a) household wealth and b) urban/rural residency. Females comprise less than 40% of the enrolment in HTE.

Although Technical and Vocational Education and Training (TVET) could provide options for large numbers of youth to be able to enter HTE, many young people view this option as a path that denotes failure. The effectiveness of TVET is also constrained by poor funding, poor equipment and training facilities and a general lack of strategic foresight.

The government's spending on education was estimated at 13.7% in 2011. Current statistics reveal that 48% of women aged between 15-24 years are literate and 68% of men are literate (double the rate reported in 2005). Whilst being a comparative achievement (43.3% of adults and 61.0% of youth are deemed literate), these figures also demonstrate the

inequalities present in the education system. Illiteracy remains a major access barrier to employment, further education, social services, and political participation.

Overall, Sierra Leone is ranked 145 out of 152 countries worldwide in terms of literacy. 50.15% of the youth population is deemed literate (i.e. the percentage of people aged 15-24 who can with understanding, read and write a short, simple statement on their everyday life). Of that amount 55.2 % are females and 69% are males. This situation is compounded by a large percentage of the youth population who are deemed unskilled – lacking the necessary skills and competencies for them to seek decent work and livelihoods. A UNDP (2011) impact evaluation concluded that the emerging youth bulge will exacerbate these development challenges.

Figure 5: Education enrolment for females and males.

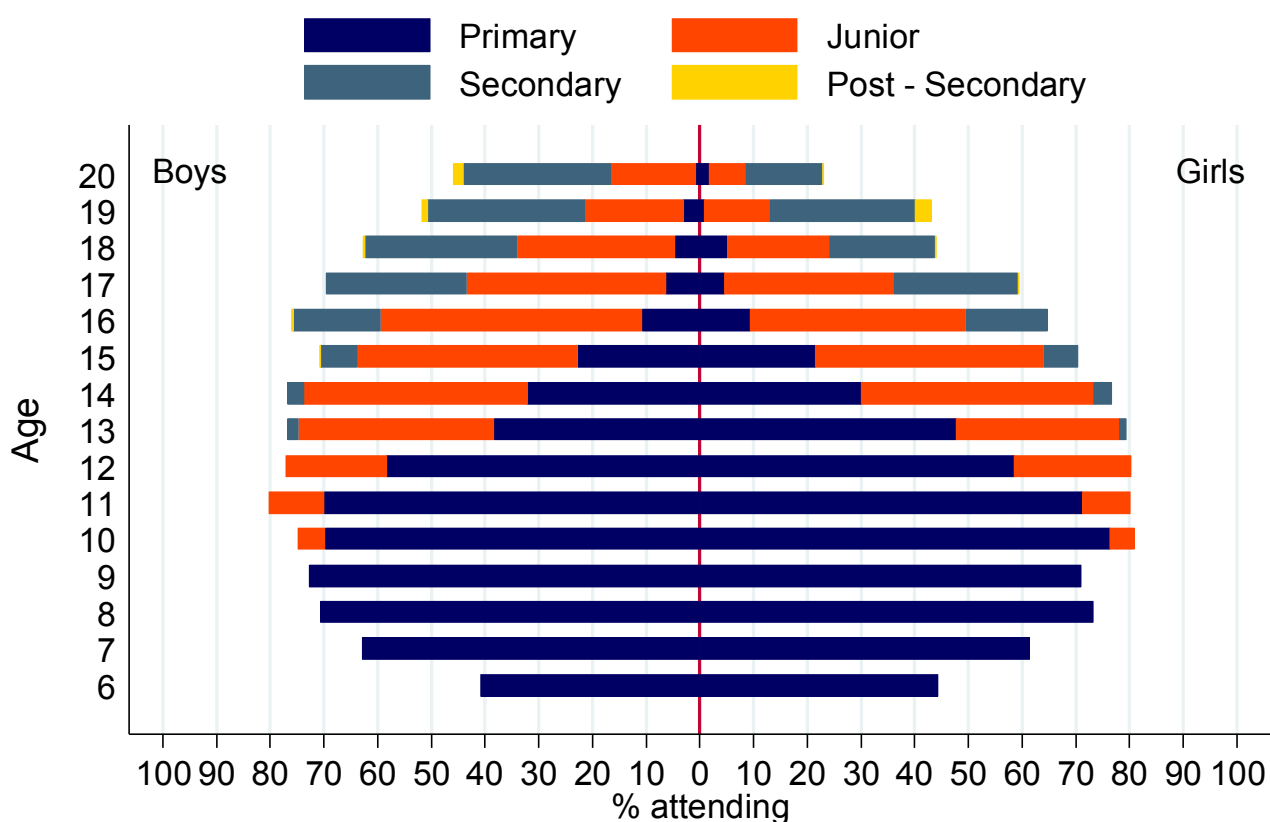


Table 3: Student Enrolment by Region, Level and Sex

Region	Pre-Primary Enrolment			Primary Enrolment			Junior Enrolment			Senior Enrolment		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
East	3.2	3.4	6.6	135.5	134.3	269.8	28.1	22.1	50.1	11.8	5.5	17.4
North	2.8	3.1	5.8	222.6	200.6	423.1	42.8	31.2	74.0	16.5	7.6	24.0
South	3.0	3.0	6.0	151.0	144.8	295.8	25.9	20.3	46.2	13.8	7.9	21.7
West	9.2	9.7	18.9	102.6	103.2	205.8	37.3	36.8	74.2	25.2	20.0	45.2
National	18.2	19.1	37.4	611.6	583.0	1194.5	134.1	110.4	244.5	67.3	41.0	108.2
Gender Ratio	1.05			0.95			0.82			0.61		
% at level	2%	3%	2%	74%	77%	75%	16%	15%	15%	8%	5%	7%

Sierra Leone is Urbanising at 3% per year

The Government of Sierra Leone is cognizant regarding the significant role of youth in shaping and developing the future of the country (Peters et al. 2009). It all assesses that the large number of unemployed and under-employed youth represents both a threat and an opportunity for the growth of the country.

Many of the pre-conflict conditions that helped fuel the young people's participation in the civil war (including exclusion from family life, society, jobs and the decision making processes as well as living under oppressive traditional and cultural systems in the rural areas) still exist today. Whilst progress has been made in closing traditional (kangaroo) courts, the formal justice system is overwhelmed. For example, the High Court has only sat twice in Kono during 2013, leaving many adult youth languishing in remand. With no remand facilities for young offenders in the District, child youths accused of SGBV are released back into the community on bail for months before their case is seen – by which time many have fled.

Young men are often characterized by society as dangerous and a major factor in past conflict. Young men get married much later (50% by age 27) than young women (70% by age 24) and experience frustrations at lack of independence or earning power. Young women's education is often interrupted by early marriage and pregnancy: as a result of which they are more likely to be engaged in unpaid labour on family farms and blocked from employment because of lack of childcare facilities. Young women become economically active earlier than young men, with 58% of 20-24 year old women active compared to 39% of 20-24 year old men. By full adulthood (36-65 years) this has reversed and 87% of men are employed compared to 76% of women.

The description of Youth as either a dynamic force for innovation and economic development or as a threat to the stability of the country obscures the complexity of the age category known as 'youth' in Sierra Leone. Given that the average life expectancy of an adult in Sierra Leone is only 47 years, the success of this group will be critical to the country's future. Estimates suggest that more young people than adults, specifically those still in their early teens and twenties are HIV positive, with young women accounting for the majority of those affected.

According to a UNAIDS Report on the Global AIDS Epidemic 2010, the HIV and AIDS prevalence rate among ages 15-49 years is 1.6% for women, 1.2% for men, 2.5% for rural dwellers, and 1.0 percent among urban dwellers. Incidence among the regions ranges from 0.8% in the Southern region to 2.9% in the Western region (including Freetown). Statistics among widows and those who are separated are fairly high at 5.6%.

Women of child-bearing age account for 59.9% of the HIV positive population. HIV is more prevalent among wealthier and more educated men than poor men. Within the 15-19 years age category HIV is more prevalent among young women than among young men. There has been a reduction in the number of young women aged 15-24 years

stating that they had engaged in sexual intercourse with a non-marital non-cohabited partner within the last 12 months, from 42% to 37% over a period of 2005-2010. However, only 12% of female respondents report using a condom in 2010, compared to 20% in 2005.

Incidents of sexual and gender-based violence against girls and women remain high in Sierra Leone. In 2009, the latest year for which figures exist, victims reported 927 cases of rape and other forms of sexual assault and 1,543 cases of domestic violence. There are notable increases in the report of incidence of domestic violence in Family Support Units within Police Stations. Support to Saturday Courts and Rainbo centres has made access to justice and care for survivors of SGBV available in a few areas. However, these remain out of reach for most young people, and there remains a fear of being stigmatised and gaps in the capacity of the judiciary that has resulted in few prosecutions.

The prevalence of substance abuse and drugs among youth in Sierra Leone is estimated at 15%. Marijuana is the most abused drug in Sierra Leone followed by cocaine and Brown-brown. The majority of persons suffering from substance abuse disorder in the formal health systems are between the ages of 20-29 years of age. Evidence has shown that poverty, unemployment and trauma are largely to be blamed for the increase in drugs and substance abuse among youth (City or Rest, 2009). Youth development practitioners, educators and law enforcers attribute an increase in violence in schools as a causative factor for the increase in drugs and substance abuse among youth.

Malaria is the leading killer among children and young people. This disease also has serious implications for the education of infected persons as well as causing major pains and discomfort. Persons from areas that are prevalent with the disease are required to put in place basic public health measures to reduce the impact of the disease on young people. Non-communicable diseases such as diabetes, hypertension, cancers etc. are also competing for scarce resources and prominence.



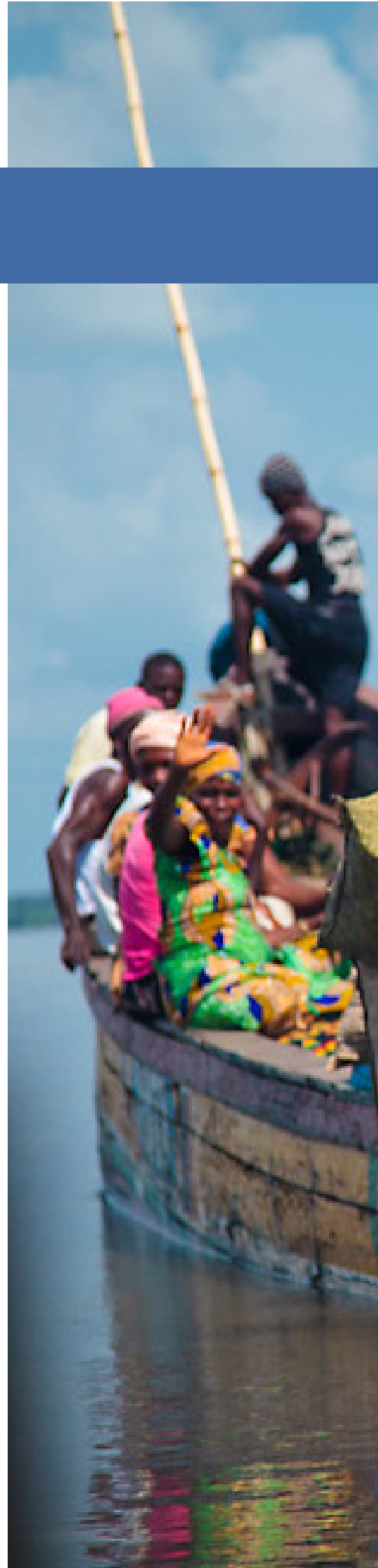
LESSONS LEARNED

A 2011 impact assessment commissioned by UNDP found that previous youth-employment projects in Sierra Leone had a substantial effect on the lives of the youth involved. The income of the studied beneficiaries was increased, on average, by more than 197 percent – improving food security and the likelihood that they could afford school fees. Some projects improved the lives of youth by as little as 69 percent, while other projects saw results of over 300 percent. Initiatives focused on younger high-risk youth require more resourcing than those working with highly motivated youth cooperatives supported by their communities.

Projects working in urban environments and those projects targeting high-risk youth had a more inconsistent impact on beneficiaries. Rural projects had a more consistent impact. The average investment per beneficiary was \$394 USDs. However, projects like ChildFund were able to increase income by 119 percent with an investment of only 35 USD per beneficiary. The evaluation found that the optimal amount of investment in youth livelihoods is \$550-\$650 per person, beyond which there is marked decline in return on investment.

A number of projects also strengthened local governance and improved the resilience of the participating communities. While improving youth employment and income were the stated goals of all projects, the more innovative projects used interventions to strengthen local decentralization committees and/or transform the mindset of communities. The projects that adopted the new empowering approach did not simply supply inputs for communities but instead required communities to drive the process. In many cases they did not supply any inputs at all, working instead with groups to find resources within their social networks and only supplied new ideas for groups to pursue. The impact of this approach on the sense of self-reliance within communities was clearly evident.

Implementing partners that used interventions to develop groups of youth into cooperatives did better on average than projects that treated beneficiaries as individuals. The most critical element of this collaboration was whether, and how, groups saved profits. Cooperatives that did develop a joint saving scheme, usually reflected in a joint bank account, not only did better but also reported better individual health (as reflected in fewer sick days per month).





“Young people have a fundamental right to determine how power and resources are used in their societies. By not including them in decision-making processes, either in the public or private sector, countries lose a crucial resource base. Young people can contribute a great deal through their perspectives and experiences; no governance structure can be truly successful without them.”

Commonwealth Governance, Development and Youth Networks

The Impact Evaluation made seven main recommendations:

- 1) strengthen the capacity of development agencies in Sierra Leone to employ a more community-empowered development approach;
- 2) ensure youth-employment projects strengthen governance by partnering with local decentralization committees;
- 3) include programs like REFLECT that strengthen the capacity of communities through adult education in health and financial literacy;
- 4) support the development of more accessible and affordable micro-credit;
- 5) support the development and mindset of community cooperatives that establish a joint bank account;
- 6) engage marginalized and at risk youth to accomplish critical social stability goals while also generating employment; and
- 7) proactively address urbanization by investing in either rural programs to encourage youth to remain in their communities or in urban settings to address the influx of youth migrants.

Research by Restless Development has found that while “decentralisation is being rolled out with impressive speed, the realisation of full, meaningful participatory governance has been slower to progress”.

- There are few organisations undertaking monitoring of local development;
- Innovations such as council radio programmes or dedicated council-civil society fora appear to improve relations significantly;
- The motivation and capacity of civil society varies considerably, but where it is strongest and most active, it also tends to be better organized;
- Umbrella groups have helped strengthen and unify the youth voice where they exist;
- The contribution of formal youth structures (DYCs and District or Regional Youth Officers) are potentially significant but they are under-resourced.

The key recommendations of this research were:

- a) Strengthening grassroots decision-making structures to include youth;
- b) Community-level civic education and sensitisation programmes;
- c) Strengthening councils’ capacity to serve their youth constituency;
- d) Strengthening formal youth representation – Clarifying roles and responsibilities; ensuring recognition; enhancing legitimacy and accountability; resourcing and capacity building;
- e) Reviewing the legislative framework;
- f) Building civil society through training, sharing best practice, coordination and joint advocacy, and promoting joint projects.

Other lessons that have emerged from the youth sector include the costs of not having reliable data, research and analysis for evidence-based programming; and the centrality of the chieftaincy and judiciary systems for enabling access to justice for young people. There is an emerging need to focus on the urban areas, specifically targeting more women and ensuring that innovative partnerships are built with the private sector in Sierra Leone.

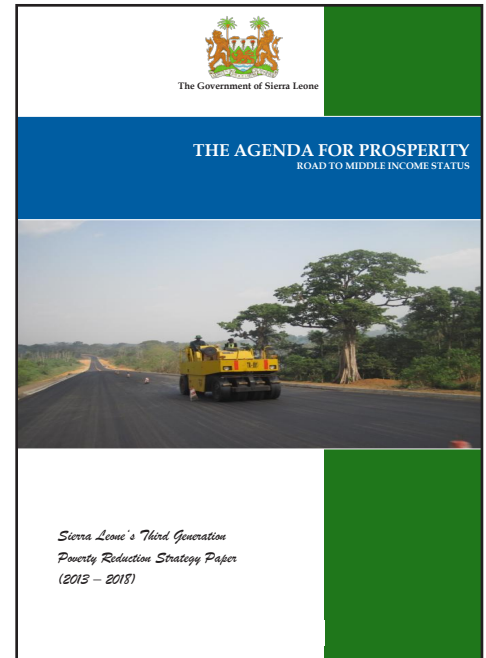
POLICY FRAMEWORK

The “Agenda for Prosperity” (2013-2018) succeeded the Agenda for Change and placed youth employment as a core outcome. Whilst Sierra Leone’s youth development agenda must be embedded within all the Agenda for Prosperity Pillars and cuts across all Government Ministries, Pillar 5 – Labour and Employment – specifically refers to

- High unemployment and under-employment among youth and women;
- Lack of training and education amongst much of the labour force and the predominance of an informal employment sector which continues to grow;
- The impact of the informal sector on quality and productivity and the need for improvement through training and education, small-enterprise development and access to credit;
- Urgent need for improving labour conditions which are particularly affecting youths;
- Providing access to financial services to the under-banked, economically active youth;
- Green investments, such as renewable energy, eco-tourism, sustainable land and water management, to help implement the green growth strategy;
- Planning and design of public works programmes to enable youth to be engaged in at different levels of sophistication;
- Strengthening capacity of MOYA and NAYCOM and decentralised youth structures; and;
- Movements for national volunteerism.

Addressing Youth challenges goes hand-in-hand with achieving Pillar 8 of the Agenda for prosperity: “Empowering women and girls through education, participation in decision-making, and access to equal justice and economic opportunities by 2018.” The programme focuses on four thematic areas:

1. Increasing women’s participation and representation in decision-making;
2. Reducing socio-economic barriers in education;
3. Prevention and response mechanisms to violence against women and girls; and
4. A Conducive business environment for women (finance and capacity).



National Youth Policy

The National Youth Policy (2013) vision is to develop young people who are nationally conscious and empowered to contribute positively to the development of Sierra Leone. Its main goal is to contribute to establishing an enabling environment in which youth development and empowerment programmes can sustainably realise desired long term outcomes. The Policy utilises a youth rights approach to youth development, which seeks to mainstream the rights of youths as embodied in the Constitution of Sierra Leone, the National Education Policy, UN Rights of the Child, and the Lisbon Protocol of 1998.

The Policy identifies major challenges facing young people that it seeks to address, ranging from youth unemployment and under-employment, access to quality education and inadequate or inappropriate preparation and training for the formal job market, low investment in TVET and its resultant high mismatch with labour market demands and lack of policy coherence on TVET, the youth complement in crowded cities like Freetown and their involvement in petty trading which is largely survivalist and marked by low returns, drug and substance abuse, to the failure to address gender issues amongst young people and in particular, sexual and reproductive issues faced by young girls and women.

The policy also provides a framework for collective action, implementation and coordination, monitoring and evaluation (M&E) arrangements for youth development among Governmental agencies, youth serving organisations, youth associations, Civil Society Organisations, international cooperation partners and other stakeholders relevant to youth empowerment and development.

The National Youth Policy is anchored on the twin notion of youth empowerment and the creation of a responsible citizenry. Empowerment in a post-conflict context involves privileging and mainstreaming youth related activities in the overall process of national reconstruction. The ultimate goal is to reinvent the time-honoured notion of dignity in labour, instil national consciousness and patriotism in our young citizens, so as to lay the foundation for the emergence of a responsible citizenry in the service of a one and indivisible Sierra Leone.

National Youth Policy 2010

Other Policy Frameworks

The Ministry of Labour and Social Security (MLSS) Strategic Plan 2009-2014 has prioritised youth skills and employment creation under Priority 1 and Priority 2. This targets 250,000 new jobs (50% for youth and 50% for women); and 50,000 new businesses started (50% youth); and upgraded skills for 10,000 people (50% for youth and 50% for women). In ensuring achieving the goals and objectives of the National Youth

Development Agenda and those enshrined in the African Youth Charter, the GoSL adopted The African Youth Decade, 2009-2018 Plan of Action (DPoA), and will use its framework for multi-sectoral and multi-dimensional engagement of all stakeholders.

The African Youth Charter describes Young people as being empowered when they realize that they have – or can create – choices in life, are aware of the implications of those choices, make informed decisions on their own terms, take action based on those decisions and accept responsibility for the consequences of their actions.

The Government of Sierra Leone is committed to supporting the integration of youth into the mainstream of national, regional and international development initiatives and through the Ministry of Youth Affairs (MOYA), use the DPoA as the framework for linking youth empowerment and development to national development goals and priorities and include it into accountability frameworks such as the African Peer Review Mechanism (APRM); and during assessments of progress towards achieving the Millennium Development Goals (MDGs). The Government is implementing a National Education and Youth Development Programme as a strategy to maintain high primary enrolment figures and reduce the gender gap in schools. However, this initiative remains under financed and resourced.

Under the Ministry of Agriculture, Fisheries and Food Security the Government is implementing its flagship Smallholder Commercialisation Programme that includes employment and food security opportunities for young people as both micro-entrepreneurs and employees on commercial farms. The programme has not yet reached its potential in terms of specifically targeting young people, or promoting opportunities in the agricultural value chain.

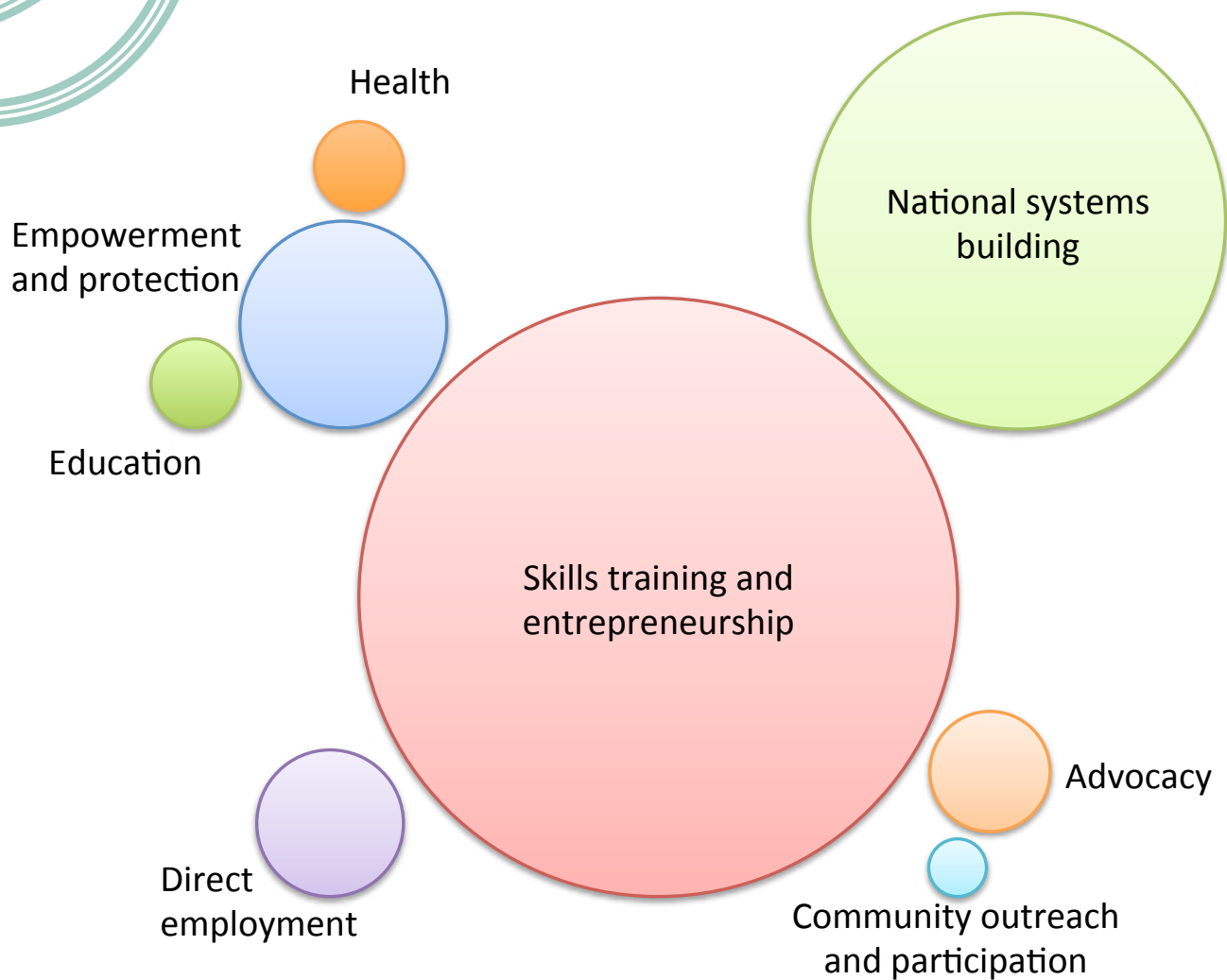
The Ministry of Youth Affairs is taking a leading role in the implementation of the National Strategy for the Reduction of Teenage Pregnancy. Through integrated interventions of all partners, the strategy intends to have reduced the adolescent fertility rate to 110/1000 by 2015. This will bring the number of adolescent girls who have ever been pregnant from 34% to 30%. This document has been identified as a national priority and is a Flagship Program in the Agenda for Prosperity.

Institutional Capacity

Mapping large development interventions in the youth sector reveal that current programmes – most of which are pending renewal – are targeting a maximum of 50,000 young people (the Joint Response – which ended in 2012) targeted 106,000 young people). This currently falls far short of the demands from youth.

Furthermore, mapping the number of development partners and international NGOs working on different aspects of Youth Development reveals a heavy focus on skills training and national system building, and a gap in support to education, health and participation.

Figure 6: Number of organisations working on youth related issues



There are a number of challenges of working in Sierra Leone that are commonly experienced across many institutions:

1. Coordination between actors and agencies is a major challenge, with multiple forums at multiple levels, and most organisations overstretched in terms of available human resources;
2. Communications technology – especially the Internet – remains weak and unreliable across the country;
3. Infrastructure challenges – including roads, power, and water – make mobility and operations time consuming and expensive, and not available all-year-round;
4. Data availability and experience with running successful knowledge management is very low, inhibiting results based management and learning;
5. Recruiting people with the required skills and experience – especially women – is extremely difficult;
6. Corruption and theft is a daily challenge facing many institutions either internally or in the implementation of their operations;
7. Other systems – such as the Justice System – that many interventions rely on are also overstretched and have their own capacity limitations.

Despite these challenges, there are a number of key capacities that are available to benefit the youth sector:

1. The issue of youth has been recognised at the highest political level;
2. Much of the required legislation and policy is in place, and the main remain gap is in implementation;
3. Sierra Leone is a small country that is almost entirely free of religious and ethnic tensions;
4. Sierra Leoneans have proven themselves to be highly resilient and capable of working through complex and difficult issues as a society;
5. Many Sierra Leoneans have travelled in the region and this brings an awareness of other ideas and approaches to the challenges being faced; and
6. The Agenda for Prosperity and the National M&E Framework being created for it has been led by the Government.




Ministry of Youth Affairs (MOYA): Created in 2013, the Ministry is responsible for the youth development and empowerment portfolio. MoYA holds the primary duty for developing, coordinating, monitoring, evaluating, and supporting the implementation of policies and strategies that promote youth development. This is aimed at the economic and social transformation of a generation of young people, and is to be implemented through:

- Review and implementation of the national youth policy
- Youth training and development schemes and programmes
- Equipping the youth with tools to face the challenges of the next millennium
- Collaborate with relevant government ministries, department and agencies on Youth Affairs
- Study specific areas where the participation of youth should be involved or strengthened.

As a new ministry, MOYA faces its own capacity challenges as well as having the responsibility to ensure that all regulatory and operational structures under the Act have the capacity to perform their respective functions. MOYA currently requires specific support with regards to its capacity to mainstream youth development issues within government, its own organisational and management capacity, decentralisation of human and financial resources, and continuous review of the youth policy and its implementation.

National Youth Commission (NAYCOM): The National Youth Commission Act 2009 states: *“the object for the NAYCOM is to implement policies, programmes and projects which will empower youth to develop their potential for national development.”*

NAYCOM has been receiving support from UNDP and other development partners to raise the profile of youth issues (to enable youth to participate more in development planning initiatives that directly affect their lives) and to bring better coordination, more focus and better alignment of all youth employment interventions. NAYCOM requires continuous support to institutionalize its systems, especially in terms of: i) sector coordination and monitoring, ii) evidence-based advice to the Minister on matters relating to government youth policies, iii) delivering



medium and long term strategies to tackle youth unemployment, and iv) creating a network through which young people can access valuable information on services and amenities.

Other MDAs. Working alongside MOYA and NAYCOM, the following MDAs have a direct role in implementing the GoSL commitment to Youth:

1. Ministry of Agriculture, Forestry and Food Security
2. Ministry of Education, Science and Technology
3. Ministry of Health and Sanitation
4. Ministry of Labour and Social Security
5. Ministry of Gender, Social Welfare and Children's Affairs.
6. Ministry of Trade and Industry
7. Ministry of Fisheries
8. National Commission for Social Action (NACSA)

National Youth Policy Steering Committee (NYPSC). Established by the National Youth Policy, the NYPSC is chaired by the Permanent Secretary, MOYA and the NAYCOM Commissioner as Co-Chairpersons. The NYPSC is responsible for the implementation of a coherent advocacy and marketing plan to ensure that the Youth Policy is well understood and mainstreamed in all key sectors, policies and programmes of MDAs. The NYPSC comprises a wide range of stakeholders, including key Governmental Ministries and Divisions, Civil Society Organisations as well as representatives from youth associations and youth-serving agencies.

District Youth Council and Decentralized Youth Associations. District Youth Committees (DYCs), Youth Associations, including, Zonal Youth Committees and their associates are the main link between the National Youth Policy and young people across the country. DYCs are intended to be responsible for identifying youth and youth groups requiring assistance, mobilizing resources to support youth programmes, communicating the views and aspirations of young people, and monitoring and evaluating the implementation of the National Youth Policy for the NYPSC. DYCs face capacity and resource constraints in becoming democratic and sustainable entities capable of creating the enabling environment for youth to participate in national, district and community development processes and programmes.

Civil Society Organizations (CSO). Over the past decade CSOs have played a significant role in the development and implementation of the youth empowerment mandate. As the youth empowerment process evolves, CSOs are strongly encouraged to align their programmes and to meet the priorities set out in the National Youth Policy. CSOs also play critical roles in supporting resource mobilisation, in providing technical and financial support to programmes and projects, and promoting an innovation and entrepreneurship culture among young people.

Leading CSOs in the youth empowerment and development sector include: The Centre for the Coordination of Youth Activities (CCYA); Accord-SL; BRAC; Child Fund; GOAL; HELP-SL; IBIS; IRC; Plan SL; Restless Development; and Save the Children. Under this Programme, CSOs are intended to review existing interventions, ensuring stronger partnerships are forged with MOYA, NAYCOM, DYCs and Rural District

Councils – especially in relation to youth development planning, implementation, coordination, and monitoring and evaluation.

Development Partners. The majority of technical and financial assistance to the national youth sector in the past decade has been channelled through the United Nations Development Programme and the World Bank. Current development partners providing specific support to the youth sector include DFID, AfDB, GIZ, KfW, and the World Bank. The EC is currently planning to support secondary education. There are a number of donor forums that could provide significant opportunities for extending the youth mainstreaming agenda, including for education, health and private sector development.

United Nations. The United Nations have previously implemented a Joint Response to Youth Employment with the World Bank GIZ and EU, and are currently developing joint programming on youth employment and empowerment under the UNDAF process. Through the YEEP component of its Country Programme, UNDP has been the main channel of support to the nation youth sector infrastructure, with specific interventions either targeting young people or sensitive to young people being implemented by FAO, IFAD, IFC, ILO, UNFPA, UNICEF and UNIDO. The UN's work in Sierra Leone has focused on 1. Labour Intensive Public Works; 2. Private Sector and Agro-Business Jobs; 3. Skills Development and Employment Support; 4. Youth Empowerment; 5. Research on the Situation of Youth; and 6. Sector Planning and Coordination

Private Sector. Sierra Leone has a growing array of foreign direct investors, particularly in the mining, agricultural and telecommunications markets. The Ministry of Trade and Industry has issued a Local Content Policy to create channels that link foreign enterprises with domestic firms and available local skills. Despite this policy, there has been very limited investment by the Private Sector in sourcing and skilling-up local labour, especially youth. Many institutional investors continue to rely on expatriate skilled staff, creating only casual and low-paid work for the local populace. There are many opportunities for the Private Sector in Sierra Leone along the lines of Coca Cola's Coletivo Retail initiative in Brazil. From 2009 through the end of 2011, Coletivo Retail reached 25,000 young adults (66% female) with entrepreneurship training. These young adults, as part of their coursework, provided tailored business plans to 6,000 small shops in their communities, 30% of which are run by women. 30% of these young adults have found jobs within 6 months of completing the program, and the increase in sales created a positive return on investment for Coca Cola.



PROGRAMME STRATEGY

A broad-based consultative approach with key stakeholders was undertaken to gauge national and sectoral challenges, niches and decide on priority interventions that will address the critical constraints towards the envisaged youth development path.

Findings from Focus Group Discussions with young people included highlighting the importance of:

1. Encouragement, mentorship and career assistance from both elders and peers;
2. Gaining and having recognized experience and technical skills;
3. Modernised education that is linked to market demand;
4. Teaching of life skills, safe sex and planned parenthood;
5. Opportunities for sport and healthy socialization;
6. Assisting marginalized groups, especially the differently abled, very poor, and sex workers;
7. Ensuring justice for survivors of sexual and gender based violence;
8. Enabling business development by recognizing both the formal and informal economy;
9. Enhancing leadership, volunteerism and responsibility through participation; Communication and dialogue between young people and government; and
10. Marketing the potential of agriculture among young people.


The programme will focus on contributing to the following four strategic goals:

1. Agenda for Prosperity Pillar 5 (Labour and Employment Strategy)
Overall Goal: To encourage provision of productive and adequately remunerative employment opportunities, while improving working conditions for all who are available and willing to work, including vulnerable groups.
2. Agenda for Prosperity Pillar 8 Gender Equality and Women's Empowerment
Overall Goal: To empower women and girls through enhanced and more accessible education, participation and representation in decision making, access to equal justice and economic opportunities.
3. New Deal PSG 4 Economic Foundations: Generate employment and improve livelihoods.
4. MDG 1 (Eradicate Extreme Poverty and Hunger) and MDG3 (Gender Equality and Empower Women).

Gender equality, social cohesion, active citizenship, sustainability and cultural diversity are important outcomes for the proposed Youth Development process.







Gender Equality: Gender considerations will be adopted across and throughout the Programming process, including: a) selection of participants, learners or beneficiaries, b) delivery of learning and development processes, c) material design and production d) selection and training of facilitators, and e) curriculum and training content development.

Social Cohesion: It is the responsibility of the implementing agent to ensure that all persons – irrespective of colour, social status or religious allegiance – have access to the programme and are provided with the opportunities to access and participate in the development and governance of the Programme.

Active Citizenship: The Government’s intention is to utilize the Programme to create active citizenry among its populace – young citizens who are committed, dedicated and actively participates in the development and governance of the country.

Sustainability: This concept is part and parcel of the government’s development philosophy and programme. The Government is committed to provide opportunities to pilot sustainable innovations in the Youth Development Programme, especially in relation to the creation of knowledge economies and/or the building of learning societies/networks.

Environment: The economy and society are intimately dependent upon the health of the environment. Environmental assets yield income, offer safety nets for the poor, maintain public health, and drive economic growth. Therefore, environmental considerations will be an integral part of this programme development decisions.

The Goal of the 5 Year National Youth Programme will be sustained progress in addressing the three highest priority needs for the nation (1-2-3):

1 million new youth jobs;

2 million million active young citizens;

300,000 more youth in education.

Programme Goal and Objectives

The programme will seek to facilitate Active Citizenship among Sierra Leone's Young People: enabling them with the responsibility and means for their effective participation in national life. It will do so through creating the institutional capacity, consensus, and political will to forge a viable Sector Wide Approach within five years.

Recognising both the urgent need to address these challenges and the current capacity constraints, the National Programme will establish a set of performance benchmarks for meeting these Goals over 5 years.

These performance benchmarks are based on three scenarios: minimum, better and ideal. Achieving the ideal scenario is required to meet the priority needs in full by 2035.

Performance Benchmark (2018)	GOAL 1: 1 million new youth jobs	GOAL 2: 2 million active young citizens	GOAL 3: 300,000 more youth in education
MINIMUM 10% improvement on current situation	100,000 new youth jobs	200,000 active young citizens	30,000 more youth in education
BETTER 18% improvement on current situation	180,000 new youth jobs	360,000 active young citizens	54,000 more youth in education
IDEAL 25% improvement needed to meet Vision 2025	250,000 new youth jobs	500,000 active young citizens	75,000 more youth in education

Objective 1: Pro-Youth Private Sector Development

Recognising the role of private sector development and economic growth in providing young people with sustainable livelihood opportunities, and recognising the contribution of young people to Sierra Leone's economic ambitions. To grow the collaboration between business, state and civil society in providing opportunities for up to 250,000 young people, including: experience, green jobs, business and entrepreneurship skills, access to finance, and market-orientated agriculture.

Component 1.1: Agriculture and employment will support the Smallholder Commercialisation Programme, Public Works Projects and foreign direct investors to mainstream youth into the design and implementation of these activities.

Component 1.2: Finance and entrepreneurship will focus on up-scaling Business Development Centres, Agricultural Business Centres and appropriate financial services for young people.

Component 1.3: Tailored lifeskills capacity building will reinvigorate the provision of TVET, provide adult literacy and lifeskills classes, and scale up the Graduate Internship Programme in partnership with the private sector.



Objective 2: Resilient and Effective Youth-Serving Institutions

Within 5 years, to build the institutional capacity of MoYA, NAYCOM and Youth Councils to bring unity to a sector that is inherently cross-sectoral through: i) a single clear sector policy and strategy; ii) an active sector coordination mechanism; iii) a national medium term expenditure programme; iv) an effective performance management system; v) and an agreed process for moving towards harmonised budgeting, financial management, and procurement. This will be grounded in human rights principles, youth leadership, and systemic participation opportunities for 2 million young people.

Component 2.1: Sector coordination and capacity development

will mobilise high level political support and develop the capacity of MOYA and NAYCOM to unite the youth sector around a unified policy, programme, expenditure framework, and results system.

Component 2.2: Governance, gender and public justice

will develop and roll-out youth-led social action research teams to continuously iterate the National Youth Policy. These will combine with a Youth Mainstreaming expert group and research – especially on SGBV – to enhance the evidence-base for future policy.

Component 2.3: Civic engagement and service

will focus on delivering effective National Youth Service and National Youth Leadership and Volunteering schemes, in addition to further strengthening the Youth Councils network.

Objective 3: Youth-Friendly Public Services

Working closely with other ministries to mainstream youth and gender issues across service delivery focusing on access for at least an additional 30,000 young people per year to quality secondary and tertiary education, adolescent healthcare, and social protection (food security, housing, water and sanitation)

Component 3.1: Access to education, learning and personal development

will primarily seek to address access and quality barriers to Junior and Secondary education, in addition to promoting academic up-grading (access) courses and adult education.

Component 3.2: Healthy behaviours and options

will collaborate with existing health sector interventions – especially in relation to nutrition, and drugs, reproductive health – to remove barriers to young people accessing these services and knowledge.

Component 3.3: Social Protection

will undertake diagnostic studies, supporting research and advocacy to ensure that the national social protection infrastructure adequately includes all young people, including those who are differently abled, from marginalised groups, or who are at particular risk.

Implementation Strategies

The programme will promote internationally agreed principles of national ownership and management for development results. Overall, the programme will be based on a partnership approach, recognising the cross-cutting nature of the sector and the fact that youth-focused organisations cannot solve these problems alone.

Across-ministerial coordination will sit at the heart of programme implementation, including MoYA, MoFED, MAFFS, MEST, MoHS, MSWGCA, MLSS, MLGRD, Statistics Sierra Leone, NACSA and NAYCOM as well as others. In addition to maximising synergies for young people, this will seek to generate high-level support and progressively build national capacity for youth employment and empowerment. Youth will be framed as a national issue of State integrity.

New capacity will be developed by giving priority to strengthening existing systems and processes, in particular: MoYA, NAYCOM, the Youth Councils, and youth-benefiting programmes implemented by other MDAs or PPPs. Projects will be encouraged that build on previous success and progressively transition towards nationally sustained capabilities.

Engagement and dialogue with the private sector will be given high priority – and the programme will seek to develop targeted public-private partnerships that can achieve the scale of employment demanded by the Agenda for Prosperity. Projects will be encouraged that mobilise non-traditional financing and technical expertise.

To address the concerns and expectations of young people, the programme will combine state-building objectives with quick wins that provide immediate value to young people. Combined with youth-led action research, these early results will be used to provide evidence to attract additional investment from development partners, the private sector, and young people themselves.

In alignment with the spirit and text of Agenda for Prosperity, the programme will emphasise gender through all activities: prioritising areas where the greatest impact can be achieved for marginalised and at-risk groups. Projects will be encouraged to adopt locally-contextualised community empowerment approaches.

Response of Government

To avoid duplication in the responsibilities accorded to MoYA and NAYCOM, this Programme will enable Government to reorient and streamline the specific roles each agency will play in addressing the challenges facing young people.

- MoYA will be primarily responsible for the coordination, facilitation, monitoring and evaluation of policies and strategies that promote youth development (including acting as a voice for Government); and
- NAYCOM in consultation with MOYA will be primarily responsible for the implementation of the youth development strategies and programmes (including emphasising the voice of Youth).





Acting together, MoYA and NAYCOM will deliver this Programme through four main strategies: Coordination; Mobilisation; Mainstreaming; and Extension.

As the lead Government Agency for Youth, MoYA will have a special role in the Programme implementation. Besides the coordination and facilitation of policies, MoYA will also be responsible for taking on leadership in piloting of new models of best practices and innovations in youth empowerment and development in urban and rural communities and across all sectors. It will share the findings of these pilots with NAYCOM, MDAs and development partners and encourage them to implement appropriate programmes across the country.

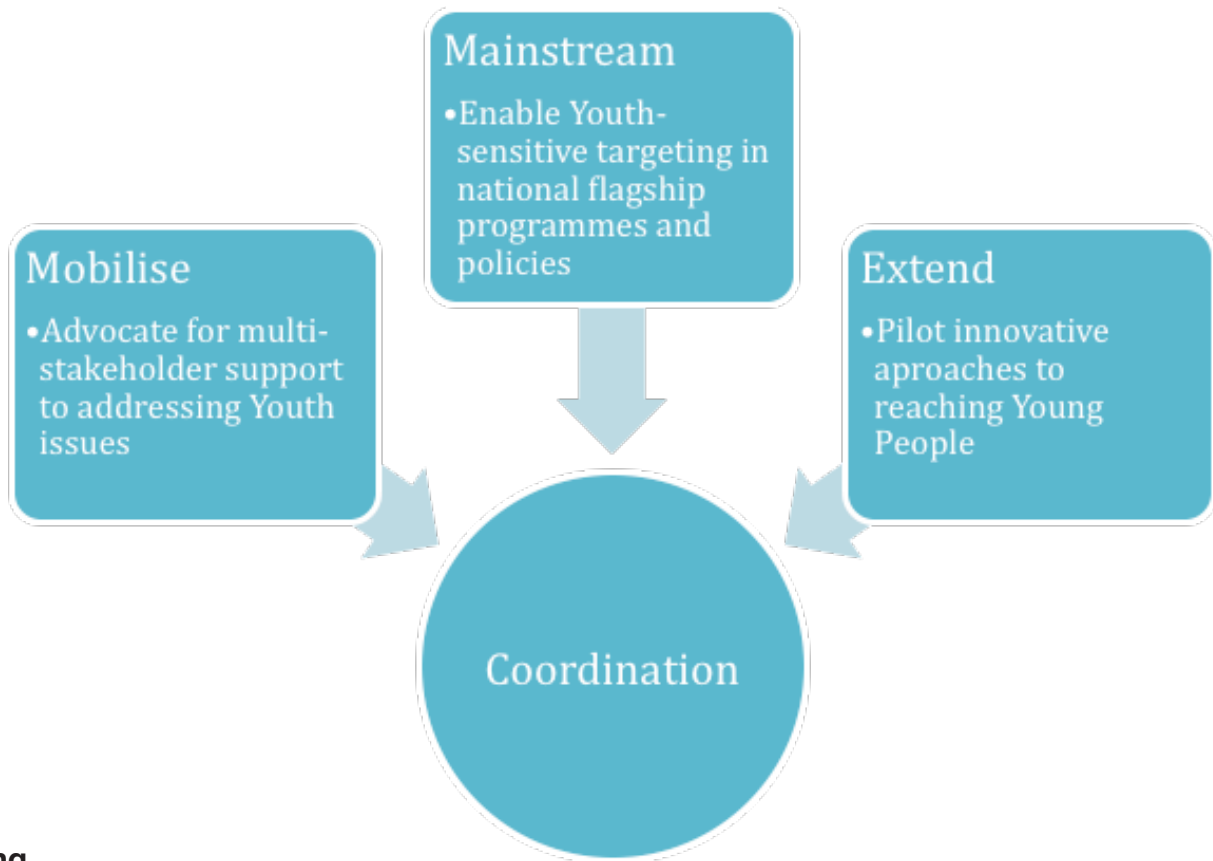
To emphasise the leadership role of MoYA in the youth development and empowerment process, the agency will a) Advocate on behalf of youth within government, b) Broker resources to support youth empowerment and development initiatives across all sectors and from micro to macro levels; and c) act as a Catalyst for change to ensure successful youth empowerment and development models at all sectors and levels.

Priority will be given by Government to supporting efforts that align with national AfP results framework, improve national statistics capacity, and that invest in comprehensive baselines and endlines. MoYA and NAYCOM will work together to encourage evidence-based learning and collaboration across the sector.

In partnership with MoFED, UNDP, the World Bank and other development partners, MoYA and NAYCOM will work towards reliable public procurement systems, a unified cross-sector coordination mechanism, and joint across-sector reviews. By doing so, the programme will seek to capture and increase real public expenditure on youth – creating credible opportunities for development partners, philanthropic foundations, and corporate social responsibility departments to contribute to the human development of Sierra Leone’s Youth.

Advocacy Role	<p>MoYA will equip itself with the most innovative skills, competencies and practices in youth development and empowerment and advocate for and on behalf of youth for their participation and involvement in national development process. It will uphold the proactive engagement of youth Civil Society Organizations and their communities in the operations of government and governance. The Ministry will advocate for the allocation of appropriate budget by government to ensure that youth are empowered to participate in programmes and projects that benefit them and their communities, promoting accountable and transparency across all sectors and contribute to sustainable livelihoods. MoYA will also encourage government and other stakeholders to be more alert to the needs and aspirations of young people in general and the deprived sections of the community in particular.</p>
Brokerage Role	<p>MoYA will work with a range of partners including Ministries, private sector, International Development Agencies and Civil Society to broker resources and other support on behalf of and in collaboration with young people to support their development and empowerment at national, regional and local levels. This role involves the facilitation and coordination of the assistance they need in determining their choices and the support needed to make them a reality. MoYA will conduct research to gather examples of best practices, then pilot and replicate them in collaboration with other partner agencies.</p>
Catalytic Role	<p>MoYA will act as a facilitator to empower youth to drive their own development rather than to wait on government and other partners to determine the type/form of development they want. It will assist youth and their communities to identify and recognize their strengths and capacities which may have been overlooked or ignored in the past by connecting youth with each other and their existing resources/networks. MoYA will emphasize inclusiveness i.e. ensuring that youth have something to contribute to national development, whether at the centre of the society or on its margins/periphery.</p>

Figure 7: Four implementation strategies of Government



Targeting

This National Youth Programme in Sierra Leone will target all young people between the ages 15-35.

1. Under Objective 1 (employment), priority targeting will be given to young people in the bottom two income quartiles, young women (especially in rural areas), young people in Freetown, and marginalized groups.
2. Under Objective 2 (participation), priority targeting will be given to extending participation mechanisms to young people in rural areas and those from marginalized and differently abled groups.
3. Under Objective 3 (services), priority targeting will be given to young people within JSS and SSS school age in rural areas and the bottom two income quartiles (poorest 50% of households).

The four main implementing strategies of Government will be targeted to maximize value-for-money:

1. **Coordination:** will firstly target MoYA, NAYCOM and the Office of the President (along with their supporting agencies) to ensure cohesion between nationally-led initiatives;
2. **Mobilisation:** will be consolidated under MoYA and target established youth serving organisations and private sector employers;
3. **Mainstreaming:** will primarily target flagship national programmes to ensure that young people are fully included, especially the Smallholder Commercialisation Programme, the Free Healthcare Initiative, Justice Sector Reform, and Education Sector Development; and
4. **Extension:** will focus the implementation capacity of MoYA and NAYCOM on piloting innovative approaches to addressing the rights of hard-to-reach youth and marginalised groups or issues.



Youth mainstreaming is a two-fold strategy for pursuing youth development. It involves a) ensuring youths are reflected in policy and programme/project stages in various sectors and b) ensuring there are specific projects addressing youth across all sectors. These stages combine to form a youth responsive approach. By reflecting, addressing, being sensitive to, and being responsive to youth issues, mainstreaming is meant to both look at the impact of a policy or project on young women and men, and involve young women and men in order to ensure youth participation in the decision-making of those policies, projects and programmes that affect them, their families and their communities.

The steps in youth mainstreaming are:

- a) **Situation Analysis:** Young women and men's condition and position need to be researched. Young people can act as peer researchers, informants in the process.
- b) **Planning:** Young people should be a target population, and young people's views and aspirations should be taken into account.
- c) **Implementation of activities:** Young people should be involved, consistent with their informed consent and their education, livelihoods and leisure needs.
- d) **Monitoring and Evaluation:** There should be youth-specific indicators, including those related to the quantity and quality of youth participation in the project/programme. M&E should also involve asking young people's view of how much progress has been made and what the challenges are.
- e) **Budgeting:** Specific line items should cover youth-specific activities and the mechanisms to be put in place to secure their participation in all stages of the project/programme.

Together, these strategies will deliver the commitments of the GoSL to break the barriers that have kept young people historically marginalised by:

1. empowering and actively involving them in productive activities;
2. enabling all youths to develop their full potential and self-esteem through approaches that enhance innovation and youth talent;
3. institutionalizing youth participation at all levels of decision making to ensure nurturing of a democratic and productive culture;
4. enabling young people to share, acquire and transfer knowledge, expertise, and experiences through national, regional and international networks, peer-learning and improved use of information communication technology (ICT);
5. nurturing the development of a new breed of young people who are ready and capable of serving through volunteerism, internships and community work; and
6. inculcating in young Sierra Leoneans, a new identity based on self-reliance, patriotism and nationalism.

The budget for this National Programme has been prepared according to the three performance scenarios. Data on costs-per-person and core capacity strengthening of national youth institutions is drawn from assessments of existing youth programmes:

Goal 1 (youth jobs): \$500/person – based on UNDP Impact Evaluation

Goal 2 (core capacity for youth engagement): \$1m/institution/year
– based on NAYCOM Strategic Plan

Goal 3 (education enrolment): \$180/person/year – based on DFID support to secondary education

	MINIMUM Performance	BETTER Performance	IDEAL Performance
GOAL 1: New Youth Jobs	50.0 million USD	90.0 million USD	125.0 million USD
GOAL 2: Active Young Citizens	10.0 million USD	18.0 million USD	25.0 million USD
GOAL 3: More Youth in Education	27.0 million USD	48.6 million USD	67.5 million USD
TOTAL	87.0 million USD	156.6 million USD	217.5 million USD
per Annum Cost	17.4 m USD/yr	31.3 m USD/yr	43.5 m USD/yr





RESULTS FRAMEWORK

OUTCOME 1

Pro-Youth Private Sector
Development

OUTPUT 1.1

Agriculture and Employment

OUTPUT 1.2

Finance and Entrepreneurship

OUTPUT 1.3

Marketable Skills and
Experience



GOAL

Active Citizenship among Sierra Leone's young people, enabling them with the responsibility and means for their effective participation in national life

OUTCOME 2

Resilient and Effective Youth-Serving Institutions

OUTCOME 3

Youth-Friendly Public Services

OUTPUT 2.1

Sector Coordination and Capacity Development

OUTPUT 3.1

Access to Education, Learning and Personal Development

OUTPUT 2.2

Governance, Gender and Public Justice

OUTPUT 3.2

Healthy Behaviours and Options

OUTPUT 2.3

Civic Engagement and Volunteering Services

OUTPUT 3.3

Social Protection

PROGRAMME MANAGEMENT

According to the “Global Guidelines for Human Rights Planning”, rights have correlative duties or obligations for realization. A right as a claim or an interest signifies that the duty bearers against whom the claim can be made must not only be identified, but also made accountable for the realization of that right. For a person to be held accountable three conditions must be satisfied:

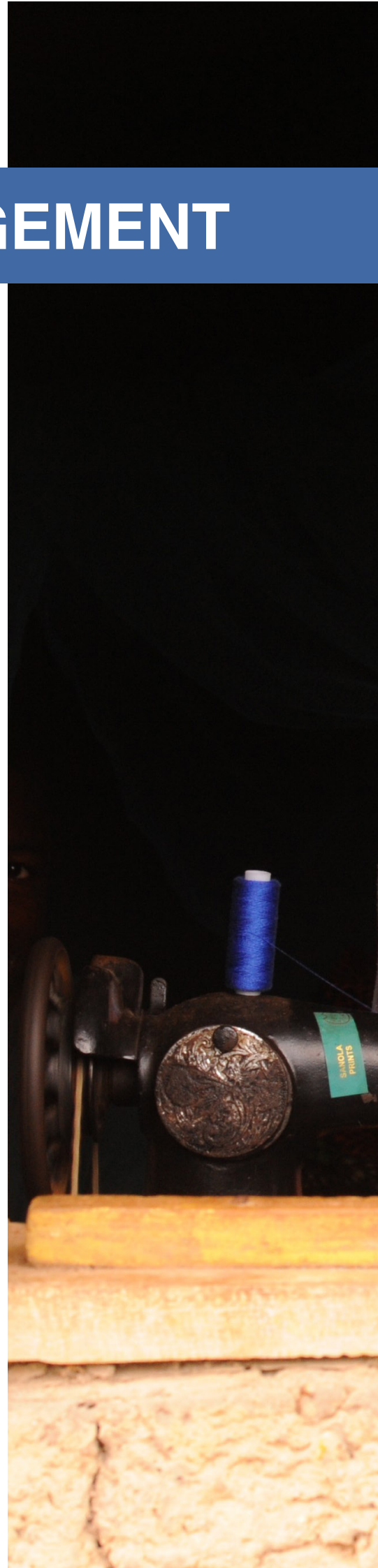
1. He or she must accept the responsibility (expected role) to carry out the duty;
2. He or she must have the authority (power) to carry out the duty; and
3. He or she must have access to and control of sufficient resources (human, economic and organizational) to meet the obligation. (UNICEF 1999)

The rights holders under this programme are Young People in Sierra Leone, aged 15-35. The duty bearers are the Government of Sierra Leone – including local government structures – the parents or guardians of child youth, and the employers of adult youth.


The Programme is based on a concept of Active Citizenship, which denotes young people as having both the responsibility and the means to actively participate in national life. Ensuring that young people have the means to meaningfully participate is the duty of the state and society. Ensuring that young people accept their responsibility to participate is beholden upon young people themselves, the education system, and other social support structures (family, employers, church, and civil society).

Participation in national life is defined in terms of mutually beneficial engagement between young people and the State (public participation), engagement between young people and with other groups of people (social participation), and personal acts to create positive social change (individual participation). This Programme is, therefore, grounded in the role of young women and men as:

1. Custodians of their own development;
2. Guardians of positive cultural norms of respect and protection;
3. Defenders of democracy, the rule of law and all human rights and fundamental freedoms;
4. Practitioners of an honest work ethic, including willingness to be involved in volunteerism, service, and assistance of people in need without always expecting payment;
5. Leaders in working towards a society free from violence, substance abuse, crime, exploitation, coercion, intimidation, oppression or marginalisation of vulnerable groups, and environmental degradation; and





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6. Pioneers with the willingness to take up new opportunities and challenges, with an orientation towards being more creative and productive.

Families are called on by the National Youth Policy to create an environment that upholds cultural values, provides adequate guidance to young people, equips them for personal growth and development, and enables youth to contribute to their communities in tangible ways.

This includes parents providing for the physical, psychological, and educational growth and development needs of their children. Part of this, is training young people to make decisions and to understand the implications of the choices they make, treating youth with dignity and respect; and opening space for young people to participate in local community projects or activities.

Due to the demographic imperative and the cross-sector nature of addressing the youth development and empowerment challenges facing Sierra Leone, the youth agenda must be driven at the highest level of government. Therefore, it is recommended that H.E. the President take on the role as Champion of the National Youth Programmes.

The role of the state, coordinated by the Ministry of Youth Affairs, is identified in the National Youth Policy. Within this programme, the Ministry of Youth Affairs will: i) respect, protect and enable the fundamental rights for young people enshrined in the 1991 Constitution and the African Youth Charter; ii) convene an inter-ministerial working group, and promote awareness of the National Youth Programme within Government; iii) co-chair the National Youth Policy Steering Committee with NAYCOM ensuring coordination and Management for Results within the Youth Sector; iv) mobilise resources from the consolidated fund, development partners, and the private sector in support of the National Youth Programme; v) work with UNDP to establish a Youth Basket Fund and to build the institutional capacity to transition to National Execution within 5 years; vi) support the continued development of the NAYCOM Common M&E framework, including linking it to the National Framework under Agenda for Prosperity; vii) act as an example of good governance and sustainable livelihoods for the sector including piloting of innovative strategies and practices in youth development and empowerment; and viii) continue to enhance the enabling environment for youth development at the policy level.

The National Youth Commission shall act as a technical agency, carrying out its core mandate to: i) monitor and promote youth mainstreaming in every sector; ii) mobilize and organize young people as participants in the Programme; iii) mobilise resources and capacity in support of decentralised youth structures; iv) lead the design of a comprehensive monitoring and evaluation system for youth empowerment and development activities; and v) provide a platform for sharing of lessons learned on youth development activities.

Decentralised Youth Councils and Youth Officers and their associates, shall play a central role at national, regional district and local levels in the implementation of this Programme, including: i) facilitating youth led social action research to add to the youth policy debate; ii) identify and

mobilise support for youth and youth groups requiring assistance; iii) work closely with MOYA, NAYCOM and other stakeholders to inform on the views and aspirations of the youth, and identify emerging challenges; iv) provide monitoring and evaluation support to specific interventions, programmes or projects; and v) enhance exchange of information on youth development with decentralised administrative structures.

The United Nations, coordinated by UNDP, will provide a joined-up response in support of national capacity to deliver this Programme. Alongside other willing and able Development Partners, the UN is called on to: i) participate in a coordinated resource mobilisation and financing strategy for the Programme; ii) make available appropriate technical support; iii) manage risk in order to invest in innovative programmes with high transformational possibilities; iv) share international lessons on youth empowerment and development; and lead by example in promoting youth empowerment networks, youth volunteerism, and experience schemes.

The Programme recognises the vital role of Civil Society Organizations and Community Based Organizations in specific interventions to support young people, building the capacity of the state at decentralised levels, provide youth leadership opportunities, and advocating on behalf of youth issues. CSOs are called on to: i) align all programmes and project plans to priorities set in the National Youth Policy; ii) ensure strong partnerships are forged with NAYCOM and youth councils, including joint M&E; iii) support resource mobilisation to complement the work of government; iv) pilot innovative and well-targeted approaches; and v) constructively and collaboratively support sector-wide performance and accountability.

The private sector is expected to support young people through youth-sensitive implementation of the Local Content Policy. Furthermore, private sector enterprises are called on to: i) create new opportunities for gainful employment based on the skills and experience available to young people; ii) provide continuous on-the-job training and apprenticeships; iii) participate in Public-Private Partnerships to advance programmes for the youth; and iv) support platforms that offer youth entrepreneurs business development services, targeted at up-scaling youth entrepreneurship and skills.

The National Youth Policy envisages that Religious Organizations and Traditional Authorities, and associated structures will i) provide moral upbringing to the youth in the best traditions that are acceptable in Sierra Leonean culture and norms; ii) assist the youth to understand, appreciate and adopt acceptable national values and embrace the country's cultural heritage; and iii) support young people to implement their various plans of action for youth empowerment.



Coordination Mechanisms

As part of this Programme, MOYA and NAYCOM will collaborate to streamline the coordination of activities across the sector. This will learn from best practice of what has worked in other sectors in Sierra Leone: in particular the Justice Sector Coordination Office, the Health Sector Joint Implementation Unit, and the Scaling Up Nutrition cross-sector coordination secretariat.

Within the sector, the Programme will seek to maximise the capacity and usefulness of existing systems and structures, and minimise the creation of new structures and forums. Policy-level coordination will be led by MOYA, project implementation and technical coordination will be led by NAYCOM. These efforts will themselves be coordinated through the existing National Youth Policy Steering Committee acting as a wider Multi-sector Technical Committee (MTC).

Similar to the National Strategy for the reduction of Teenage Pregnancy (2013-2015), the general coordination of the National Youth Programme will be under the responsibility of a Multi-sector Coordinating Committee (at the ministerial level).

Coordination Mechanism 1: Inter Ministerial Committee on Youth Empowerment and Development / Multi-sector Coordinating Committee (MCC)

MoYA will work with the Youth Aide at State House to establish and convene a high level Government taskforce on Youth. This shall be concerned with the whole-of-government response to the challenge of youth employment and empowerment under the Agenda for Prosperity. The Committee will establish policy priorities for the youth response in each relevant portfolio, establish financial commitments to these priorities, promote and monitor the implementation of youth mainstreaming, and develop cross-sector working.

The Multi-sector Coordinating Committee will focus channel the political will that is needed to bring about change. It is intended that His Excellency the President will provide leadership and the enthusiasm that is necessary to drive the National Youth Programme across sectors. He will be requested to chair biannual meetings for the Multi-sectoral Coordinating Committee to assess and monitor the performance of the National Programme in achieving its outcomes.

Other members of the Committee will be the Ministers of the participating Ministries, Heads of UN Agencies (FAO, UNAIDS, UNDP, UNFPA, UNICEF, WFP, WHO, and UN Women), representatives of donor communities, Head of National Commission for Social Action (NACSA) and the National HIV/AIDS Secretariat as well as representatives of NGOs and the private sector (Chamber of Commerce).

The Committee will provide policy guidelines and direction on the implementation of the NYP, to ensure effective inter-sectoral/ministerial coordination and information sharing across all participating partners. This forum will meet on a quarterly basis and provide opportunities for monitoring the performance and progress on the implementation of the

strategy.

Coordination Mechanism 2: National Youth Policy Steering Committee (NYPSC) / Multi-sector Technical Committee (MTC)

As envisaged by the National Youth Policy, the NYPSC will ensure that the Youth Policy and Programme is well understood and mainstreamed in all key sectors, policies and programmes of MDAs. The NYPSC will comprise a wide variety of stakeholders, including key experts and youth focal persons from MDAs, CSOs, youth representatives, Development Partners, and UN agencies.

Participating ministries, Civil Society Organisations and NGOs will be asked to appoint a technical official to perform the role of Youth Focal Person. The Youth Focal Person will participate in Committee meetings as well as support the coordination and mainstreaming of programmes within their respective ministries/organisations.

The Steering Committee will become the main forum for the sector, and can establish sub-committees to make specific tasks more manageable. It is proposed that the following initial sub-committees are established and convened:

1. Development Partner Group, convened by UNDP
2. Civil Society Group, convened by SLANGO or CCYA
3. Youth Employment Strategy Group
4. Private Sector Group
5. Monitoring and Evaluation Group

The Committee is chaired by the Permanent Secretary of MoYA; with the National Youth Commissioner in the role of vice-chair. The role of the Committee is to support the participating ministries and organisations to review strategies and practices, monitor the implementation of the programmes to assess performance, assessment of the implementation of youth mainstreaming, and share technical information across sectors and participating organisation and communities.

Coordination Mechanism 3: Youth Mainstreaming Technical Team

As noted in the National Youth Policy and the Agenda for Prosperity, mainstreaming Youth is a massive challenge. MOYA, NAYCOM and UNDP will establish a small and highly specialised technical team, drawing on experts from government, youth agencies, civil society, development partners and internationally. This team will be available to deploy as advisors in support of on going youth mainstreaming within government budgets and programmes, community development agreements, and policy formulation.

Coordination Mechanism 4: Youth-led Social Action Research Network

Evidence-based policy development requires high quality research and deep understanding of the issues involved. A network of young researchers will be established to systematically enhance participation of young people in identifying the critical issues, gaps, barriers and capacities that the sector needs to respond to at all levels. This will be based on enhancing existing work by Restless Development and UNICEF to establish such a capability.

Financing Modalities

The National Youth Programme expects development partners, CSOs, and private sector entities to seek ways of bringing expenditure on youth initiatives 'on-budget' over the five year implementation period. Recognising the capacity constraints and risks present in the sector, the Programme will adopt the principle of mutual accountability in working towards a single Medium Term Expenditure Framework for Youth.

In order to reduce transaction costs and promote transparency and coordination, MOYA and NAYCOM will work with MOFED, UNDP and the World Bank to promote participation in the following priority modalities:

National Youth Empowerment and Development Fund: A sector-wide fund held and managed by MOYA. The initial financing will be established from funds drawn from the national budget. Further support is envisaged from willing international development partners and other national stakeholders over time as the Fund proves itself.

Youth Sector Basket Fund: Hosted by UNDP, a Multi-Donor Trust Fund will be established with a view to mobilising willing international donors to provide financial support to the Programme and other priority intervention areas in the National Youth Policy.

Youth Challenge Fund: A public private partnership is proposed to support MSMEs, cooperative group enterprises, and TVET. This will seek to mobilise contributions from the private sector as well as government and civil society. The Fund will be established building on the experience of GIZ, FAO, UNDP and the World Bank.

Joint Programmes: The United Nations, European Union Member States, and NGO coalitions will be actively encouraged to establish Joint Programmes as a response to the sector-wide ambition of the Government. Furthermore, it is proposed that these should link with and build the capacity of national coordination and results systems to the greatest extent possible.

Public-Private Partnerships: In line with the national commitment to raising Foreign Direct Investment, this Programme will promote Public-Private Partnerships as a sustainable means for increasing youth investment.

Programmes and Projects: The need of many organisations to continue to implement project and programme modalities for the time being is recognised. In order to more strategically coordinate all of the resources available to the sector, however, these will be expected to link to the proposed Youth Sector M&E Framework and to be represented, wherever feasible, in the development of a Medium Term Expenditure Framework.

Monitoring and Evaluation

Youth is a cross-cutting sector that embraces elements of many other portfolios. It is not, therefore, relevant as a priority to establish a sophisticated management information system of the type that might be applied in education or health. Rather, it will be a priority for the National Youth Programme to ensure that youth-sensitive indicators are mainstreamed into all relevant state frameworks, and that this information is regularly collated, analysed, and learned from.

The main components of the Youth M&E system will be:

1. Building on and upgrading the NAYCOM Common Framework with support from UNDP to embrace sector-wide reporting, take advantage of information communication technology, and continue to track the Key Youth Development Indicators. This priority activity will be implemented in 2014;
2. Establishing a clear 2014 baseline for the programme, drawing on the Situation of Youth Report 2013, DHS 2013, Sierra Leone Integrated Household Survey 2013, MICS 2014, and CFSVA 2014;
3. Undertaking Annual Joint Reviews led by MOYA and NAYCOM, including joint field visits to youth projects and submissions of results by National Programme stakeholders;
4. Establishing youth-led social action research teams with support from appropriate NGOs and UNICEF to provide independent monitoring and accountability for the sector; and
5. A formative system-wide evaluation conducted in Year 4 (2018) of the National Youth Programme to allow for lessons and recommendations to be integrated into a new Sector Wide Programme to be implemented from 2019.

Through a reorientation of the NAYCOM Common Framework, the existing key Youth Development Indicators will be complemented with national outcome indicators specified in the Agenda for Prosperity and the National Youth Policy:

- No. of bank credit and loans available to young people (AfP)
- Number of enterprises owned by women and men, youths (AfP)
- Number of women and men trained in TVET institutions in the country (AfP)
- Number of women and men employed by SMEs (AfP)
- Number of young women and men employed (AfP)
- Number of new jobs created (AfP)
- Percentage of jobs created for women (AfP)
- Labour survey conducted (AfP)
- Vulnerable youths trained and engaged in agriculture (number or rate) (AfP)
- People working in agri-business activities (number or rate) (AfP)
- People employed in agricultural cooperatives (number or rate) (AfP)
- Number of volunteers engaged in development programmes (AfP)
- Number of reported cases of domestic violence, rape, sexual assault (AfP)
- Percentage decrease in backlog of VAWG cases reported to police/ Family support Units and courts. (AfP)
- Proportion of prosecuted VAWG cases that resulted in a conviction (AfP)



- Percentage of available credit, financial and technical support services going to women/men from government and non-government sources (e.g. % of TDF, women's fund) (AfP)
- Number of female led business in the energy sector
- Number of CSR-based partnerships targeting women's access to finance and capacity development (AfP)
- Number of girls completing primary and secondary schools (AfP)
- Ratio of female to male enrolled in secondary and tertiary education
- Teenage mothers (% of women ages 15-19) who have had children or are currently pregnant) (AfP)
- Public perception survey on gender and education issues (AfP)
- Progressive policies in place; reports and briefs are produced
- Informed review of policies (NYP Commitment 1)
- % of youth in senior and middle management positions in MDAS (NYP Commitment 2)
- % of youth in National Assembly, Local District Councils and other leadership positions
- Reduced violence, crime, fragmentation and discord
- Informed social, cultural political dialogue across and between different ethnic groups (NYP Commitment 2)
- Integration and cooperation of ethnic groups in development issues (NYP Commitment 2)
- % of youth accessing better quality education and training
- Trends in pass rates by gender from lower to higher education levels (NYP Commitment 3)
- % of youth accessing tertiary and HEI (NYP Commitment 3)
- Access to and quality of TVET education and training improved (NYP Commitment 3)
- % increase of decent jobs created in formal and informal sector over time
- Quality of the jobs and sustainability (NYP Commitment 4)
- % of marginalised youth (e.g. disabled) accessing new opportunities
- Type and quality of micro and small enterprises created, level of creativity (NYP Commitment 4)
- Entrepreneurship skills imparted to youth and % of youth beneficiaries (NYP Commitment 4)
- Quality and capacity of internship schemes in place (NYP Commitment 4)
- Changes to levels of income (NYP Commitment 4)
- National youth review report (NYP Commitment 5)
- Changes to farm productivity and output (NYP Commitment 5)
- Food self-sufficiency at household level (NYP Commitment 5)
- Reduced rural urban migration (NYP Commitment 5)
- Agricultural market value added (NYP Commitment 5)
- Reduced stunting (NYP Commitment 6)
- Reduced substance and drug abuse (NYP Commitment 6)
- Reduced teenage pregnancies (NYP Commitment 6)
- Trend in employment creation in STI and ICT (NYP Commitment 7)
- Quality of ICT enterprises (NYP Commitment 7)
- Evaluation reports (NYP Commitment 7)

Programme Results Matrix

Output	Indicators and targets	Priority activities	Lead partners (timeframe)
Objective 1: Pro-Youth Private Sector Development			
1.1 Agriculture, fisheries and work	# of new employment opportunities created for young men and women	Advocating for technical and financial support to enhance the scale and impact of the Smallholder Commercialisation Programme for young people.	FAO (200 Agricultural Business Centres) IFAD MAFFS
	# young men and women participating in youth clusters	Developing the concept of youth clusters centred on local training centres, access to land, business services, innovations in farming technologies and structured demand.	USAID (PAGE) NaCSA
	# young men and women employed in public works projects	Providing employment for young people through public works projects	World Bank (YES) ILO
	# young men and women engaged in livelihoods in the agro-value chain	“Dig for Prosperity” marketing campaign to encourage young people to work in the agro-value chain	GIZ JICA MAFFS
	# young men and women participating in new and emerging jobs/livelihoods	Quick Wins Taskforce established to spearhead immediate and visible returns for young people in terms of new and emerging jobs including music, design, Technologies, sports etc	MOYA, NAYCOM, UNDP Min. Of Tourism
1.2 Finance and entrepreneurship	# young men and women accessing business development services	Expanding the number and range of services offered through Business Development Service Centres	UNDP
	# new jobs created by young women’s enterprises and cooperatives	Youth Challenge Fund – a public private partnership to support MSMEs and cooperative group enterprises including women enterprises in creating new jobs for young people	UNDP, MOYA
	Youth mainstreamed in national MSME policy and regulations	Advocacy and support to the development of a youth-friendly national MSME Policy.	UNDP Min of Trade & Industry (MTI)
	# young men and women graduating from Financial Literacy and Inclusion programmes	Advocating for extension of financial services to under-banked young people through MFIs, VS&L, and mobile banking including Financial Literacy and Inclusion.	MTI IFAD UNDP

1.3 Marketable skills and experience	# young men and women studying an industrial curricula that leads to a recognised certification	Partnering with the private sector and MEST to establish an industrial skills training council working to meet current and future workforce needs through curricula design, certification and marketing	National Council for Technical, Vocational and other Academic Awards (NCTVA) MEST
	# young men and women graduating from TVET	Advocacy and support to enhancing TVET through Public Private Partnerships	GIZ MEST
	# young men and women successfully completing a professional internship	Graduate Internship Programme	UNDP
	Youth mainstreamed in the national Labour Market Information System	Promoting the inclusion of youth-sensitive data in the national Labour Market Information System	ILO
	# young men and women benefiting from literacy and business skills training	Mainstreaming Literacy and Business skills training into all nationally-coordinated programmes and projects	NAYCOM
	% young men and women in rural and urban areas able to access up-to-date listings of local job vacancies	Establishing Technology Development Support Networks, including promoting innovative approaches to communicating job vacancies in urban and rural areas	NAYCOM UNDP

Objective 2: Resilient and Effective Youth-Serving Institutions

2.1 Sector coordination and capacity development	Committee in place and functioning	Establish Inter Ministerial Committee on Youth Empowerment and Development/ Multisectoral Coordinating Committee (Chaired by President/Vice President) and Multisectoral Technical Committee (MTC)	Office of the President/Chief of Staff MOYA
	Unified policy in place	Development of a single unified Youth Development Policy and a Sector Wide Programme	MoYA
	Functioning Youth Data System	Establishing a single sector-wide digital data system for MfDR linked to the national AfP framework system and NAYCOM Common Framework	
	Fully funded basket fund in place	Joint design and launch of a National Youth Development Fund (basket fund) hosted by UNDP	UNDP NAYCOM MoYA WB
	Medium Term Expenditure Framework in place	Development of a sector-wide Medium Term Expenditure Framework	MoYA , NAYCOM and UNDP
	# fully functioning DYCs	Strengthening of communications and coordination of youth activities at the district level.	NAYCOM

2.2 Governance, gender and public justice	# youth mainstreamed policies, programmes and budgets in place	Establishing a Joint Youth and Gender Mainstreaming Team of national experts to provide technical assistance to other MDAs on youth-and gender-sensitive monitoring, design and budgeting.	MoYA, NAYCOM & UNDP
	# youth-led research findings published	Establishing nation-wide youth-led social action research teams to generate evidence and consultation on programme design and management decisions	DYCs with support from UNICEF and NGOs
	# young women accessing health and justice services for survivors of SGBV	Advocacy for enhanced support to programmes addressing prevention of – and justice for young survivors of – SGBV	
	# youth focused research findings published	Research to build up the evidence base on the implications of – and promising approaches to – land tenure, SGBV, and workers rights as they affect young people.	MLCPE UNDP
2.3 Civic engagement and service	# young men and women participating in voluntary service at community and national level	Finalising and rolling out the National Youth Service scheme	NAYCOM President Award MoYA
		Driving a national volunteer service movement and support network	NAYCOM, Restless Development, VSO President Awards
	# functional youth action plans in place	Capacity development of Youth Councils to lead the development of participatory District and Regional Youth Action plans	NAYCOM, UNDP, GIZ (Youth Employment Committees)
	% MDAs with action plans for enhancing for young men and women who are differently abled	Working with local and national branches of MDAs to mainstream participation for young people who are differently abled	Local Councils MOYA
	# young men and women graduating from a national youth leadership scheme	National youth leadership scheme to support the development of quality skills training and leadership opportunities for young people in the public and private sector.	NAYCOM, UNDP, Restless Development MOYA

Outcome 3: Youth-friendly Public Services			
3.1: Access to education, learning and personal development	# young men and women accessing career advice	Career Advisory Programme	NAYCOM, UNDP
	# young men and women receiving life skills classes and/or HIV sensitisation training	Advocacy and support to enhancing life skills and HIV/AIDS awareness in the national education system	MOHS, MEST, EC, UNAIDS UNFPA
	# young men and women per year attending JSS/SSS, Tertiary Education and Access Courses	Advocacy for support to accessible quality Secondary (JSS, SSS), Tertiary Education and Access Courses	MEST, EC, DFID,
	# young men and women graduating from a youth employment package (YEP)	Development of informal education (YEP) and youth literacy packages	UNDP, FAO, MEST, VSO
	# young men and women experiencing sports-based learning programmes	Piloting of specialist sports academies to support sports-based-learning among clusters of secondary and primary schools	British Council Min. Of Sport
3.2 Healthy behaviours and options	% working young men and women covered by legal health and safety protections	Research and policy development on scaling up Health and Safety in the workplace, especially in jobs that are occupied by young people	ILO, UNICEF, Min. of Health
	% young men and women effectively accessing reproductive and sexual health services	Advocacy and support to enhancing access of young people to Youth Reproductive Sexual Health through the national health system	UNFPA
		Convening and strengthening collaboration between security services, health and social services, and youth-serving organisations to address drugs and crime	UNDP
	# young mothers and their children receiving SUN initiatives services or education	Advocacy and support to the Scaling Up Nutrition initiative's work on behalf of adolescent mothers and their children.	SUN/UNICEF
3.3 Social Protection	Diagnostic studies of: Health services; Water and Sanitation; Food security; Nutrition; Urban Housing.	Undertaking systems diagnostics studies to identify the key gaps and to make practical recommendations for enhancing the provision of social protection to young people.	MoYA, UNICEF
	% young men and women covered by social protection systems that are mainstreamed with youth issues	Provide technical assistance to social protection programmes to ensure youth issues are included and data is disaggregated.	UNDP

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