



Infrastructure & Cities  
for Economic Development

# *Youth Scoping Study:* *Boosting Youth Employment through* *Infrastructure Programming*

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# *Acronyms*

AfDB	African Development Bank
BPO	Business Process Outsourcing
CSLB	Competency Skills Logbook
COs	Country Offices
DFID	Department for International Development
EDS	Economic Development Strategy
EI-PWP	Employment Intensive Public Works Programme
FDI	Foreign Direct Investment
G&I	Gender and Inclusion
IBT	Industry Based Training
ICED	Infrastructure and Cities for Economic Development
ICTS	Information and Communication Technologies
I&C	Infrastructure and Cities
IEG	International Energy Group
IGD	Inclusive Growth Diagnostics
ILO	International Labour Organisation
ITES	Information Technology Enabled Service
M4P	Markets for the Poor
MWRWH	Ministry of Water Resources, Works and Housing
M&E	Monitoring and Evaluation
OECD	Organisation for Economic Cooperation and Development
OSH	Occupational Safety and Health
P4R	Payment for Results
PTP	Private Training Partners
SDDirect	Social Development Direct
TOR	Terms of Reference
VFM	Value for Money
WEE	Women's Economic Empowerment
WB	World Bank

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# Contents

Executive summary .....	<b>Error! Bookmark not defined.</b>
Section 1: Background .....	5
1.1 DFID's Infrastructure and Cities for Economic Development (ICED) Facility .....	5
1.2 ICED's Commitments to Gender and Inclusion .....	5
1.3 DFID's Commitment to Young People .....	6
1.4 Purpose of the Study.....	7
1.5 Methodology.....	8
Section 2: What are the global trends in youth unemployment in urban contexts? .....	9
Section 3: How can infrastructure programmes improve opportunities for young people? .....	11
Section 4: Are infrastructure programmes creating opportunities for young people?.....	13
4.1 Design of infrastructure programmes and interventions .....	13
4.2 Building young people's capacity .....	15
4.3 Working with selective partners / encouraging partners to be more inclusive.....	18
4.4 Addressing the policy environment.....	19
4.5 Improving working conditions.....	20
4.6 Building digital infrastructure .....	21
4.7 Providing opportunities to all young people .....	21
Section 5: Summary of Findings .....	23
Section 6: What are the entry points for transformative action? .....	25
6.1 Hard channels .....	25
6.2 Soft channels.....	26
6.3 Country level entry points .....	27
List of Annexes.....	29
Annex 1: Case Studies.....	30
Annex 2: Mapping of I&C Interventions in selected DFID Countries .....	32
Annex 3. Bibliography .....	38
Annex 4: List of people interviewed .....	41

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## *Executive Summary*

This study is one of four studies focusing on ICED's priority areas – youth, disability, women's economic empowerment (WEE) and violence against women and girls (VAWG). The terms of reference (TOR) was developed with the Youth and Education Team in DFID London. The key objective of the study is to assess what work is currently being undertaken by DFID in infrastructure and cities (I&C) programming and whether these programmes improve outcomes for young people in terms of jobs and training opportunities, and if not, why not.

In addition, the scoping study is to identify potential entry points to further DFID in pushing for economic opportunities for young people within I&C programming. This scoping study also focuses on grey and digital infrastructure to understand how they integrate and enable the economic empowerment of young people.

The study prioritised five DFID Country Offices – these are countries where an initial literature review identified potential I&C case studies and where there are investments in DFID's Youth Agenda (the 'trailblazer countries'). In agreement with DFID, Tanzania, Kenya, Bangladesh, Ethiopia and Uganda were invited to participate in the scoping study. The study also looked at interesting examples emerging from other donors or organisations.

Infrastructure is a high-cost investment that, if done well, can contribute towards inclusive growth by facilitating access to basic services and creating productive employment opportunities for the poor and marginalised groups, including young people, both directly and indirectly. However, the scoping study overall, found very little evidence of what works in I&C programming.

Key findings include:

- Weak coordination and lack of a joined-up approach within DFID and between Advisors working in different sectors meaning that opportunities for young people are not identified and prioritised;
- A focus on improving trade (addressing bottlenecks) rather than a focus on employment and jobs, particularly for young people;
- A lack of disaggregation by age in infrastructure programmes that do look at employment – there is an underlying assumption that young people are engaged in infrastructure programmes and accessing jobs, as they are considered to be an economically active age group;
- Initiatives to tackle unemployment are often piecemeal with limited time and scope to tackle youth unemployment;
- Infrastructure is attractive to policy makers for its short-term employment generation but its larger and longer-term impacts through removal of barriers to growth and improved living conditions are often left unexplored.
- The potential of public procurement and DFID's role in this, to maximise economic opportunities for young people remain underexplored;
- Young people are yet to be recognised as primary stakeholders in I&C programming, and thus, continue to be excluded in decision making processes;
- The provision of training alone is not enough to guarantee transition to work - assessing the content (inclusion of soft skills, occupational health and safety, and workers' rights) and quality of training programmes are both important;
- There is still a focus on supply side through provision of trainings and skills development - both demand and supply side need to be taken more into consideration

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## *Section 1: Background*

### *1.1 DFID's Infrastructure and Cities for Economic Development (ICED) Facility*

**The ICED facility is designed to accelerate DFID's infrastructure and cities (I&C) initiatives across the world to contribute to poverty reduction through resilient, inclusive and transformative economic growth.** Inadequate infrastructure and the lack of well-planned cities are major constraints to economic and human development in DFID focus countries. Evidence strongly suggests that urbanisation and increased infrastructure spending are associated with economic growth. DFID's Inclusive Growth Diagnostics (IGDs) identify the lack of infrastructure and effective cities as a key binding constraint to growth across Africa and Asia<sup>1</sup>.

**Infrastructure spending in DFID is often limited by a lack of financially viable projects and weak institutional and governance arrangements.** Furthermore, there has been a lack of focus to date on harnessing the potential of cities and urban areas to drive growth and create jobs. Underlying these issues are wider challenges related to the enabling environment for investment in infrastructure and cities.

**The ICED facility is designed to address these constraints to growth.** It will do so by providing UK and DFID country offices, technical advice and support on large-scale urban and infrastructure programming, addressing the complex challenges of resilience, inclusion, governance and fragility. ICED will promote inclusive economic growth by supporting urban economic development and infrastructure programming that creates jobs and increases opportunities to access productive employment for the poorest and most-marginalised including young people.

### *1.2 ICED's Commitments to Gender and Inclusion*

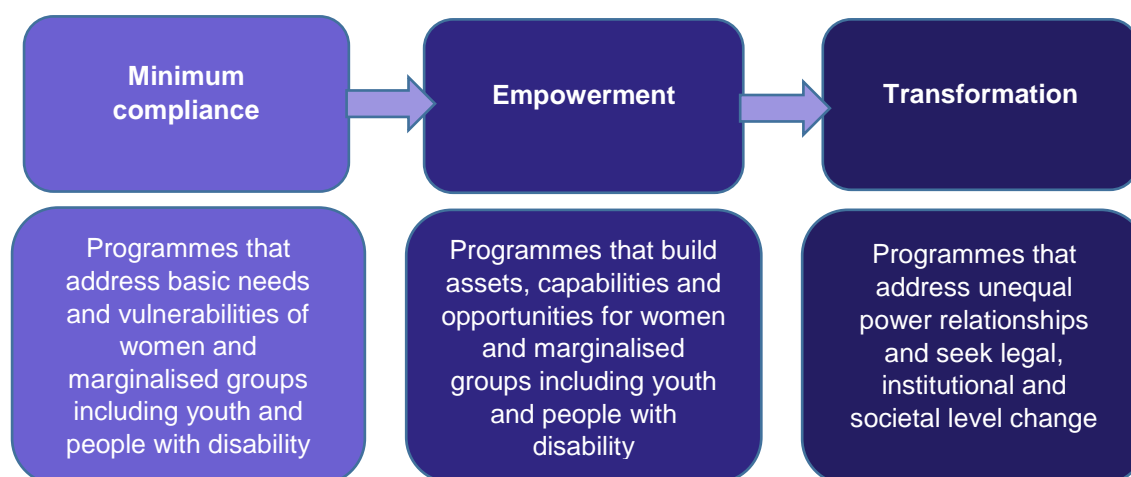
**Gender and Inclusion (G&I) is fundamental to achieving inclusive growth and can contribute to the acceleration of infrastructure and urban development if mainstreamed effectively.** DFID has a strong policy framework for ensuring that gender equality and inclusion of the most marginalised play a central role in achieving inclusive growth and have made global commitments on both. The ICED facility supports DFID's clear policy ambition to continue to embed G&I within I&C programming, and as the portfolio grows, to do so in a more transformational manner.

**ICED has a G&I Strategy that presents ICED's offer for supporting the G&I agenda and DFID commitment's and policy frameworks.** The critical element of ICED's offer is the G&I Framework that maps out a continuum for mainstreaming gender and inclusion in ICED - from addressing needs and vulnerabilities as a minimum level of ambition, to interventions that will build individual assets, capabilities, and opportunities, through to those that are more focused on transformation. In developing the Framework, ICED acknowledges that not all DFID urban and infrastructure programmes can be transformational. However, the minimum requirement is that all programmes must respond to the needs and vulnerabilities of marginalised groups, and must consider both direct and indirect impacts (positive and negative) resulting from infrastructure and urban services provision throughout the programme design phase. The ICED G&I Framework therefore, is used to help raise the level of ambition of each programme that ICED supports; encourage proactive integration of gender and inclusion; and drive investments in I&C programming to strive for transformative outcomes.

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<sup>1</sup> ICED, 2016

Figure 1: ICED's G&I Framework



**Collective action is recognised as a key mechanism for transformative change and cuts across all seven entry points.** While the emphasis of collective action is on action driven by the urban poor and marginalised groups, achieving transformative outcomes has to mean collective action *by all key stakeholders* with a role in delivering effective urban growth.

### What does ICED mean by transformation?

Transformation refers to a fundamental change or shift in power relations and structures which in turn breaks cycles of persistent inequality in access to financial, physical, productive, human, natural and social capital and/or assets.

It refers to a change at the institutional and societal level that enables marginalised groups' to exercise their rights to earning an income, rights to public spaces and participation in urban life. Barriers could take the form of macroeconomic and structural problems where the economy is failing to deliver sufficient and productive employment opportunities for young people. They could also be adverse social and cultural norms that perpetuate negative perceptions of young people and reinforce their marginalisation in governance and decision making institutions.

Addressing these barriers through infrastructure and urban programming presents an opportunity for bigger gains for inclusive growth – both in terms of improving rights for young people within the context of urbanisation, but also in terms of unlocking the contribution and economic growth potential of youth.

## 1.3 DFID's Commitment to Young People

**DFID's Youth Policy Agenda (2016) places young people at the centre of growth, as key agents of development and social norm change.** For this reason, DFID aims to look for opportunities to support youth-led development agencies, youth movements and young individuals in order to build the capacity of young people to become development actors in their own right; and to amplify their voice in decision making. The Policy identifies two transitions that are critical in determining whether young people are put on a positive trajectory for the future, or whether poverty, negative social norms and lack of access to rights are reinforced, resulting in long term and potentially irreversible losses – 1) early adolescence and 2) the transitional period moving from adolescence to adulthood.

**ICED's G&I strategy is in line with DFID's Youth Policy Agenda.** The policy agenda recognises that it will not be possible to deliver on UK's Aid Strategy and the Agenda 2030 without the engagement of young

people. Pushed aside, and often marginalised, young people can struggle to break out of deep rooted cycles of poverty and this instability and their deepening grievances can trigger conflict.

**DFID's Economic Development Strategy (2017) sets out actions to ensure lasting progress and inclusive economic growth through creation of productive jobs and improved working conditions for all, and in particular seeks to maximise economic opportunities for young people.** The Strategy includes actions around: i) improving trade relations and addressing barriers to trade; ii) increasing use of Development Capital to create jobs and catalyse private sector investment; iii) improving access to financial markets and technology; iv) working in partnerships with multilateral institutions and private sector; v) supporting small and medium-sized enterprises; vi) improving investment climate for business and job creation; vii) increasing investment to close infrastructure gaps and build new and better cities; and viii) expanding access for the poorest to productive jobs.

## *1.4 Purpose of the Study*

**This study is one of four studies focusing on ICED's priority areas –WEE, youth, disability and VAWG<sup>2</sup>.** An umbrella Terms of Reference (TOR) was developed in line with the G&I strategy to set out critical areas of support to be provided through ICED. The TOR outlines key areas of work to be undertaken to support the mainstreaming of the G&I strategy within ICED which includes providing capacity building support to the design and delivery of infrastructure and urban programming for DFID Advisors, programmes and partners. In addition, ICED supports DFID in building the evidence base and identifying areas for further research to document best practice for mainstreaming G&I in this area. In line with this objective, a number of research teams have been contracted to undertake literature reviews or mini scoping studies. These reviews or scoping studies will provide recommendations and guidance on how DFID might pursue its policy agenda in these areas through infrastructure and cities programming.

**The TOR for this Youth Scoping Study was developed closely with DFID who suggested a focus on one of the strategic pillars of DFID's Youth Policy Agenda – the transition to work.** The key objective of the study therefore, is to assess what work is currently being undertaken in infrastructure and cities (I&C) programming and whether these programmes improve outcomes for young people in terms of jobs and training opportunities, and if not, why not. In addition, the scoping study is to identify potential entry points to further DFID in pushing for economic opportunities for young people within I&C programming. This scoping study also focuses on grey<sup>3</sup> and digital infrastructure to understand how they integrate and enable the economic empowerment of young people.

### **Definitions:**

For the purposes of this report, SDDirect has taken the World Bank's (2012) definition of jobs and employment as 'activities that generate actual or imputed income, monetary or in kind, formal or informal', excluding types of work that violate basic human rights.

Youth is best understood as a period of transition from the dependence of childhood to adulthood's independence. Hence why, as a category, youth is more fluid than other fixed age-groups. Yet, age is the easiest way to define this group. For the purposes of this report, SDDirect has taken the United Nations' (no date) definition and uses the terms youth and young people interchangeably to mean individuals aged between 15-24 years with the understanding that member states and other entities use different definitions.

<sup>2</sup> Violence Against Women and Girls

<sup>3</sup> Grey infrastructure refers to engineering projects that use concrete and steel

## ***1.5 Methodology***

### ***1.5.1 Brief outline of the approach***

The Youth Scoping Study was carried out by two key researchers based at Social Development Direct (SDDirect), one of the ICED Alliance partners, with support from several ICED Thematic Mentors, in two stages:

1. **A literature review** – of key documents such as UN Habitat’s ‘State of Urban Youth Report 2012-13’, IEG’s ‘Youth Employment Programs – an evaluation of World Bank and IFC Support’, ILO’s ‘Global Employment Trends for Youth 2015’ and ‘From Rhetoric to Action’ report on Child and Youth Development by Restless Development et al. See the bibliography in Annex 3.
2. **Key informant interviews** - with key stakeholders within ICED and DFID including a number of Advisors in selected Country Offices (COs). See the list of those interviewed in Annex 4.

ICED selected five DFID COs to prioritise – these are countries where an initial literature review identified potential I&C case studies and where there are investments in DFID’s Youth Agenda (the ‘trailblazer countries’). In agreement with DFID, **Tanzania, Kenya, Bangladesh, Ethiopia and Uganda** were invited to participate in the scoping study.

The scoping study focused on the following key questions:

- Is DFID’s cities and infrastructure programming supporting the economic empowerment of young people (15-25 years broadly) and supporting their transition to work? If so, where has this worked well and how?
- Do various institutions (such as the government, contractors, investors) involved in urban infrastructure programming incentivise or promote youth employment?
- If young people are not sharing in the benefits of I&C programming, why not? What’s hampering them? What more could be done to maximise training and employment opportunities for young people in DFID’s cities and infrastructure programming?
- Are young people engaged in decision making around I&C programming? If so, how and what are the results of their participation?

### ***1.5.2 Limitations to the study***

As the scoping study was carried out within a short time frame (Feb-April 2016), ICED was unable to engage with young people directly and explore their perceptions around some of the challenges, constraints and opportunities they have encountered growing up and/or living in cities and in transitioning to work, particularly with infrastructure sectors. ICED reviewed key documents such as UN Habitat’s ‘State of Urban Youth Report 2012-13’<sup>4</sup> and ‘From Rhetoric to Action’ by Restless Development et al.<sup>5</sup>, which were based on extensive youth surveys and interviews conducted in many countries in Africa, Asia and Latin America, but having direct engagement with young people focusing particularly on infrastructure and urban planning might have offered additional and relevant insights into how young people can benefit from infrastructure investment.

ICED also found it challenging to find case studies where I&C programmes have effectively managed to harness the potential of youth in a transformative manner. Many I&C initiatives have focused on labour intensive, low-tech and short-term ‘public works’ programmes to address youth unemployment. However, there wasn’t much information available on I&C interventions/ projects that had strategies or workplans in place to create long-term, high skilled and well-paid jobs for young people. In addition, documents that were shared with ICED by the different DFID COs on the various infrastructure programmes, mentioned very little in terms of youth or gender. Limited time also meant that ICED was unable to interview advisors from DFID’s Infrastructure cadre for this study. However, relevant staff members within ICED who have been supporting DFID’s I&C initiatives in various capacities were interviewed to gain further insight.

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<sup>4</sup> UN Habitat, 2013

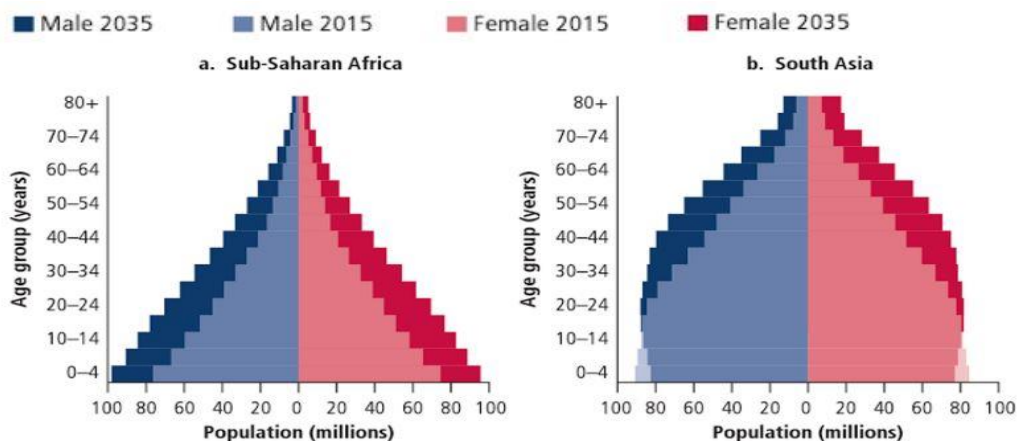
<sup>5</sup> Restless Development et al., 2016



## Section 2: What are the global trends in youth unemployment in urban contexts?

**The urban youth population is rising and so is the youth unemployment rate.** A number of developing countries are experiencing what has been termed a 'demographic transition', as older generations are replaced by younger generations at rapid speed (see Figure 3). For example, one half of Sub-Saharan Africa's population is currently under 25 years of age<sup>6</sup>. Cities in the developing world account for over 90% of the world's urban growth and it is estimated that as many as 60% of all urban inhabitants will be under the age of 18 years by 2030, most living in slums and informal settlements. As of 2013, an estimated 90 million young people around the world are unemployed and they make up 47 percent of the total number of unemployed<sup>7</sup>.

Figure 3 Sub-Saharan Africa and South Asia's Population Pyramids. Source: UN 2011 (cited in: Filmer & Fox 2014: 3)



**Informal employment is the norm for the majority of urban youth.** Contrary to the predictions, recent urbanisation in many countries in the world 'has been neither driven nor accompanied by industrialisation'<sup>8</sup>. As a result, there is an increasing gap between the education and aspirations of young people and the number of jobs available in the formal sector. Private-sector wage and salary jobs have been growing steadily, but from such a small base that they cannot absorb the large numbers of young people entering the workforce each year. As a result, the vast majority of young people rely on participation in the informal economy for their livelihood provision, with informal employment the norm in most regions of the global south. For instance, an estimated 72.5 per cent of young workers in low-income countries are in vulnerable or irregular employment as either own-account workers, contributing (unpaid) family workers, casual paid labour or temporary (non-casual) labour.<sup>9</sup>

**Urban youth make up a high percentage of the 'working poor', trapped in unskilled and insecure employment.** Many youth focused interventions are guided by the assumption that access to the labour market will remedy the issue of high youth unemployment. However, despite entering the labour market, many young people end up facing the chronic problem of *underemployment*<sup>10</sup>. Rather than upward mobility and career progression, they are trapped in precarious, insecure, low-paid and unsatisfactory working conditions. It is estimated that working poverty affects as many as 169 million youth in the world<sup>11</sup>. The number increases to 286 million if the near poor are included in the figures i.e. those living below US\$4 per

<sup>6</sup> Filmer & Fox 2014 : 2

<sup>7</sup> UN Habitat, 2013

<sup>8</sup> Chen et al. 2016 : 332

<sup>9</sup> ILO, 2015

<sup>10</sup> ODI, 2016

<sup>11</sup> See footnote 8

day<sup>12</sup>. Consequently, the vulnerability of millions of young workers remains an impediment to reaping the benefit of the 'demographic dividend' in numerous low-income countries.

**Lack of adequate, accessible and affordable infrastructure is a major constraint to youth employment.** Congested roads, power failures, poor facilities for pedestrians, leaking sewerage systems and shortage of water supply are some of the key infrastructure problems highlighted by young people in low-income countries<sup>13</sup>. These infrastructure constraints in turn hinder mobility, economic productivity and negatively impact the quality of life. The three infrastructural systems that are understood to place the greatest burden on the informal enterprises that provide employment to the majority of young people are: *energy (electricity), public transport and solid waste*<sup>14</sup>, all of which tend to be characterised by inefficiency, high cost, and irregular supply. In a recent survey of the hairdressing and tailoring industries in Accra, Ghana<sup>15</sup>, a lack of technological innovation was identified as a key constraint on the growth (and improved working conditions) of informal enterprises.

**Urban youth living in slums and informal settlements are the most vulnerable and often further excluded from joining the labour market.** Many young people living in cities reside in slum areas and other types of informal settlements<sup>16</sup>. As a result, these young people suffer from enhanced environmental risks, poorer education outcomes and decreased connectivity with the city centre. This is a result of high rents and transport costs that force young people to seek out accommodation in 'grey spaces' located between formal and informal spaces<sup>17</sup>. Limited physical mobility creates an additional barrier for young people living in slums and informal settlements.

**Skills mismatch, information gaps and lack of/limited 'soft skills' fuel youth unemployment.** Addressing the issues around lack of quality education and low school completion rates is important but focusing on this alone (numeracy and literacy) is not enough. Young people also lack 'soft skills' such as communication, time management, team work and problem-solving skills, which negatively affects their employability<sup>18</sup>. Private sector companies often cite a lack of professionalism as a factor in not employing young people. Poor communication and coordination between employers and the education/training institutions also results in information gaps and creates skills mismatch between the demand and supply sides in the market. This results in young people not having the right training to ensure their employability in the different sectors.

**There are both supply and demand side challenges to the levels of unemployment and lack of sufficient employment opportunities for young people.** A recent AfDB report<sup>19</sup> concludes that insufficient youth wage employment is primarily a demand side problem, and that actions on demand side policies are needed. A recent IFC report<sup>20</sup> suggests that Foreign Direct Investment (FDI) provides an opportunity to augment scarce internal resources of capital, skills, and technology, especially in many developing countries, and create more and good quality jobs. Studies estimate that companies owned by foreign investors pay wages that are much higher than those of domestically owned businesses and that FDI has resulted in productivity gains of up to 40 percent, with increasing demand for labour in the long run. However, the investment climate in many developing countries significantly affects the willingness of foreign companies to invest. In addition, FDI is frequently associated with the exploitation of cheap labour and lax regulations. An investment in FDI would also require an investment in developing legislation to ensure that there are positive outcomes for marginalised groups, particularly young people.

**Youth Employment in Fragile States is also important for stabilisation.** A World Bank study<sup>21</sup> found that 1 in 2 young respondents in fragile states gave unemployment as one of the main reasons for joining a rebel movement. This finding is further reinforced in a study by Urdal<sup>22</sup> that suggests a youth bulge in combination with low economic momentum and weak political systems is an explosive mix.

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<sup>12</sup> See footnote 8

<sup>13</sup> UN Habitat, 2013

<sup>14</sup> Chen, 2016

<sup>15</sup> Langevang & Gough, 2012

<sup>16</sup> See footnote 8

<sup>17</sup> Brown & Lloyd-Jones, 2002

<sup>18</sup> IFC Jobs Study, 2013

<sup>19</sup> African Development Report 2015 – Chapter 5 Youth in the Employment Market

<sup>20</sup> IFC Jobs Study, 2013

<sup>21</sup> World Bank WDR 2011 Conflict Security and Development

<sup>22</sup> Urdal, 2004

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## *Section 3: How can infrastructure programmes improve opportunities for young people?*

**Infrastructure underpins almost every aspect of economic growth and human development.** Roughly USD 1 trillion a year is spent on infrastructure in developing countries, more than half is financed by developing country governments and a third by the private sector<sup>23</sup>. Yet the gaps are huge. An estimated 2.5 billion people have no access to basic sanitation, 748 million people lack access to clean water, 1.2 billion people live without electricity, and nearly 1 billion people lack access to all-weather roads<sup>24</sup>. Infrastructure is a high-cost investment that, if done well, can contribute towards inclusive growth by facilitating access to basic services and creating productive employment opportunities for the poor and marginalised groups, including young people.

**An investment in infrastructure can support employment directly and indirectly.** Directly, by creating employment through infrastructure programming; and indirectly, by improving connectivity in cities, and reducing the cost of transport and business (and associated time and resources). This in turn stimulates job creation and enterprise and creates an enabling environment conducive to FDI as well as increased local investment.

### **How infrastructure investment creates jobs:**

Jobs created through infrastructure investment can be divided into two main categories:

1. *Jobs associated with construction and operation & maintenance (O&M) of infrastructure assets:*  
Under this category, there are three main types of employment effects – direct, indirect and induced. Construction and O&M of infrastructure assets requires hiring of workers, professionals etc. (direct effect), but it also creates jobs in the supply and distribution networks (indirect effect), and for the providers of household consumption goods and services for the direct and indirect workers (induced effect). For example, an analysis of potential employment effects of infrastructure projects in the Latin America and the Caribbean region showed that an investment of USD 1 billion in infrastructure could generate approximately 40,000 direct and indirect jobs. These estimates exclude induced jobs and long-term opportunities created as a result of growth in the wider economy. However, infrastructure investment goes beyond generating sector specific employment opportunities as highlighted in the second category below.
2. *Jobs associated with improved services provided by infrastructure:*  
Removal of constraints to growth and improved services through new and better infrastructure stimulates growth throughout the economy. For example, in Tanzania, the cost of using a generator is estimated to be 264 percent higher than accessing power from the grid. Hence, increased power generation and supply can allow higher power consumption and boost industrial output, productivity and stimulate job creation. This is also understood as growth related effects of infrastructure, and is considered to have much larger and long-term positive impact in the economy.

*Source: IFC Jobs Study, 2013*

**Evidence shows that improved access and services provided by infrastructure programming result in more sustained and inclusive youth employment.** By helping to address the spatial and economic isolation of (particularly low-income) young people, this increases their connectivity to and in the city<sup>25</sup>. For

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<sup>23</sup> OECD, 2015

<sup>24</sup> World Bank, 2014

<sup>25</sup> Brown & Lloyd-Jones 2002

instance, an efficient public transport system is essential for the proper functioning and prosperity of cities. Apart from facilitating mobility, transport infrastructure directly and indirectly contributes towards improved access to health and education, creation of productive opportunities, as well as reduction in poverty and spatial disparities.

**New and emerging digital infrastructures, i.e. information and communication technologies (ICTs) have a high growth and productivity impact.** ICTs increase connectivity between firms, clients, suppliers and create networks of entrepreneurs. According to the World Bank estimates, advances in telecommunications for example, have contributed significantly to Africa's GDP per capita growth, more than roads and power<sup>26</sup>. In addition, ICTs can help stimulate more inclusive growth by reducing the effect of physical restrictions on movement.

There has been a rapid growth in micro-work, where a larger task is disaggregated into small pieces that are farmed out to a large number of workers, spreading work and income earning opportunities. Online contracting is another emerging area where workers find and do work online, often through Internet-based employment exchanges and platforms. For example, an online worker in Jakarta, Indonesia has the potential to earn up to ten times the average local minimum wage working as a virtual assistant for an employer in the U.K. or Australia.<sup>27</sup> These new forms of work create opportunities for workers who are less-skilled than those employed in Information Technology Enabled Service (ITES) / Business Process Outsourcing (BPO) industry<sup>28</sup>, and who might have limited access to ICT.

**ICT jobs continue to grow further economic opportunities particularly for young people.** It was estimated that globally IT industry would create 4 million additional direct jobs by 2016, and as many as 12-16 million more indirect jobs in other sectors.<sup>29</sup> In India, for example, the IT industry employs an estimated 2 million people in jobs that pay 50 to 100 percent more than comparable service sector jobs<sup>30</sup>. In Kenya, Safaricom's M-PESA mobile money transfer system supports an estimated 23,000 jobs<sup>31</sup>. In the Philippines, there is much higher rate of youth and female participation (with 60 percent workforce as women) in IT based industry than in service and manufacturing in general, with the former characterised by higher pay and productivity<sup>32</sup>.

**Mobile telephones are extending credit opportunities for urban and rural poor.** For instance, according to World Bank data,<sup>33</sup> mobile telephone use increased from less than 1 percent in 2000 to 53 percent in June 2014 in Uganda, as a direct response to major policy reforms in the ICT sector. The high cost of smartphones still excludes many people; however, these costs are rapidly coming down. Mobile banking is now being introduced, and increasing number of credit facilities for services such as solar power systems based on security of mobile usage, which has a huge potential to extend credit opportunities for the urban and rural poor, the unbanked and the informal economy. This also facilitates mutual support systems, urban-rural remittances and access to services via mobile payments.

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<sup>26</sup> IFC Jobs Study, 2013

<sup>27</sup> World Bank, 2013

<sup>28</sup> Information Technology Enabled Service/ Business Processing Outsourcing

<sup>29</sup> IFC Jobs Study, 2013

<sup>30</sup> World Bank, 2013

<sup>31</sup> *ibid*

<sup>32</sup> IFC Jobs Study, 2013

<sup>33</sup> World Bank Uganda Systematic Country Diagnostic, 2015

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## Section 4: Are infrastructure programmes creating opportunities for young people? (using case studies)

This section focuses on DFID infrastructure programmes in urban contexts, in the selected countries, but where there is promising practice by other organisations, these are included.

### 4.1 Design of infrastructure programmes and interventions

“Our infrastructure work and the youth agenda is not properly joined up”

Interview with DFID Kenya

#### What are the challenges or risks?

In the DFID COs, interviewed as part of this scoping study, none of the infrastructure programmes were designed with young people in mind. By default, it seems that young people have been and are engaged in the infrastructure programmes discussed as part of the scoping study, but there is very little evidence in terms of numbers of jobs, or quality of jobs for those young people in the documentation. Furthermore, in some COs, a focus on infrastructure (ports, roads etc.) has been more a means to improve trade and trade markets, not to create jobs. Measured outcomes for these programmes are around increase in trade, not in the number of jobs created – “*in our country programme, we focus on increased trade, not on jobs that may result from our infrastructure programmes; this is always an afterthought*”<sup>34</sup>. This remains a challenge in assessing outcomes for young people. This is a common challenge, as reported in IEG’s (2012) Youth Employment Programmes and Evaluation, in which the World Bank and IFC concluded that there is limited evidence on what works for young people – mainly because of a lack of data.

Furthermore, an additional barrier identified by the DFID COs, is that advisors in different sectors tend to work in silo and programmes are not always aligned. For example, in Kenya, the advisors explained that they have an urban development programme (to support local government in developing local economic development plans to attract investment) with the aim of generating jobs and improving livelihoods but it doesn’t have a focus on young people nor does it currently align with the youth employment programme – “*the challenge is time and aligning with each other but we need to do more to leverage our work across the office*.”<sup>35</sup>

#### What are the key opportunities and promising practice?

However, the study did pick out potential entry points, and strengths of DFID programming. These are outlined below.

- ✓ **Using a market systems approach.** For example, in DFID Ethiopia they are using the making markets work for the poor (M4P) approach in an attempt to change things within the system – see also case study 1 and 2 in the Annexes. The approach is to improve the efficiency of different markets, by responding to different constraints, with the ultimate aim to generate more jobs. By taking a systems approach, DFID is expecting to make different sectors more efficient to compete in global markets, to be less environmentally polluting and more socially accountable.

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<sup>34</sup> Interview with DFID Kenya

<sup>35</sup> *ibid*

- ✓ **Using a local resource-based approach rather than an equipment based approach.** A combined use of *local participation* in planning with the utilisation of locally available labour, skills, technology, materials, and appropriate work methods is also proving to be an effective and economically viable approach. The ILO for example, has been running a programme on infrastructure development and job creation for over 30 years in collaboration with over 50 countries, both in a development and post-crisis context. This programme has developed strategies, procedures and tools to increase the impact of investments in infrastructure on employment creation, poverty reduction and local development. Central to the ILO's work in this area is the understanding that choice of technology is key for sustainable employment generation - *“this approach provides the means through which unskilled, semi-skilled and skilled local workers can be effectively and efficiently engaged in the infrastructure delivery process. The challenge is to ensure that infrastructure and related policy favour local participation, employment creation and incorporate requisite labour management and social protection laws to ensure jobs are created equitably and that workers' rights are protected. These approaches can be used in the delivery, operation and maintenance of a range of infrastructure assets including rural access roads, irrigation, water supply, natural resources (soil and water) conservation measures, urban settlement upgrading, etc. The developed skills can subsequently be applied for maintenance of the assets, thus creating significant additional and long-term jobs for the local populations, while at the same time providing sustainable infrastructure.”*<sup>36</sup>

## Benefits of using a local-resourced based approach

Several ILO studies have compared the benefits with conventional methods of delivery using equipment based approaches.

- In Lesotho, by applying an employment-friendly approach to all road works for which labour can be used effectively, employment creation accounts for 44% of the total infrastructure cost, compared with only 6% on the equipment-based approach. Similarly, in Zimbabwe, the equivalent figures are 43% and 13% respectively;
- Addressing financial costs, the employment-intensive approach is found to be cheaper than the equipment-based approach by about 37% in Lesotho and 7% in Zimbabwe;
- In terms of the economic costs, the employment-intensive approach is 50% and 79% of the conventional cost in Lesotho and Zimbabwe respectively;
- Employment-intensive approaches are technically comparable to those of equipment-intensive approaches in terms of quality of works.

Source: ILO, 2007

- ✓ **There is a big push to train young people in energy efficiency and renewable energy technologies.** Several organisations are focused on building the technical capacity of young people to empower them to become active proponents of renewable energy approaches. The long-term goal is to enable young people to develop viable green business plans and start profitable green businesses that improve their livelihoods while reducing the negative impacts of unsustainable resource consumption. For example, United Nations Human Settlements Programme (UN-Habitat), in partnership with the Federal Government of Nigeria, conducted hands-on training in energy efficiency and renewable energy technologies, green entrepreneurship and enterprise development for 125 selected youths drawn from 26 States across Nigeria in December 2016. The training focused on empowering young entrepreneurs to start income generating enterprises in the renewable energy sector. A similar model is being applied by UN-Habitat in collaboration with ILO in Tanzania - the training was divided into two components with UN-Habitat providing the technical skills component on Energy efficiency and renewable energy technologies and ILO providing the soft skills training in green entrepreneurship and business development.

<sup>36</sup> ILO 2007: 4



## 4.2 Building young people's capacity

### *What are the challenges or risks?*

**A first barrier is that there is limited buy-in and investment in training by industry leads.** There are deeply embedded mind-sets within the infrastructure sector, that training is simply an expensive luxury at an additional cost.<sup>37</sup>

**Training provided for young people is often insufficient, of poor quality and poorly coordinated with the demand side – often resulting in limited employability.** Semi- skilled and skilled occupations will account for 25% and 65% respectively of new positions in different sectors over the next five years, driven by the increasing use of technology<sup>38</sup>. However, a lack of training capacity and co-ordination challenges, limit the effective development of sufficient numbers of skilled workers to meet this growing and global demand. Training that is provided is often of poor quality, does not meet international standards, and is poorly coordinated with industry needs. This means training received does not accurately reflect the pace, quality standards and performance expectations of export-oriented manufacturers, meaning that graduates are not able to secure jobs and the wages at the level they intended.

**In addition, training rarely includes elements such as Occupational Safety and Health (OSH), soft skills, literacy and numeracy or workers' rights.** This training is particularly important for first-time workers / young people who often are not aware of their rights, and do not have an understanding of the softer skills required for the workplace. An enquiry in the UK found that despite great potential in the construction sector, very few young people were employed with very few apprenticeship schemes because employers complained about young people lacking literacy and numeracy skills, showed a lack of work readiness and a lack of confidence<sup>39</sup>. Even when contractual requirements are put in place, there is a lack of engagement by employers in hiring young people and investing in their training. Meeting 'quotas or targets' tends to be a tick-box exercise and the quality of engagement with young people is not often monitored. There needs to be better training and apprenticeship schemes that address motivation, timekeeping, social skills to help young people stay and support them into securing actual employment.

*"We need to better understand how contractors are trying to make their sectors more professional. When standards are brought in and understood by both the employers and employees, gradually things change and we start seeing an investment in people – we see young people at the bottom who were unskilled, becoming more professional. It gives young people a viable future."*

*Interview with DFID Tanzania*

**Procurement can maximise opportunities for young people but there is limited buy-in to reforming procurement processes.** The sheer scale of public procurement across a wide range of public bodies offers potential to drive procurement reform and innovation to maximise economic opportunities for young people. Procurement is a huge market: in OECD countries, it accounts for 12 percent of GDP, and for 29 percent of government expenditure<sup>40</sup>. In some developing countries, the share is much greater, e.g. 30 % of GDP in India and 16 % of GDP in Morocco<sup>41</sup>. Expenditure on infrastructure is a major component. About 60% of total infrastructure spending in developing countries is from public (government) funds: with water and sanitation at 85%, transport at 58 %, energy 49 % and communications 39 %. However, in practice there is limited buy-in and the potential of procurement to support and lock in good practices for economic empowerment of marginalised groups including young people remains under-utilised.

<sup>37</sup> CrossRoads (2015) Five Years of Progress, Uganda

<sup>38</sup> Sudokkho, no date

<sup>39</sup> A Cross Party Parliamentarian's Inquiry, 2014

<sup>40</sup> Bertok 2017

<sup>41</sup> Joekes, 2017

### **What are the key opportunities and promising practice?**

Young men and women are better prepared for a smooth transition to work when they have adequate vocational education and training opportunities including in work apprenticeships and on the job experience<sup>42</sup>. Some key approaches to supporting young people include:

- ✓ **Focusing on building the soft skills of young people to improve their confidence and readiness for the workplace, thereby reducing high dropout rates.** The DFID Skills and Employment Programme in Bangladesh (Sudokkho) – see Case Study One in Annex 2 for example - has included a 20-hour training package on soft skills in their training programme. The module on soft skills includes life skills, gender equality and diversity, employability skills and workers' rights and ensures a responsibility to help trainees build self-confidence and retain their jobs for longer periods. Sudokkho has also developed a Competency Skills Log Book (CSLB) which records trainees' tasks and skills learned during the training, which are assessed and certified by the instructors and helps to provide a basis for future employment. The DFID Ethiopian Private Enterprises Programme (PEPE) also has a training and grading facility for young people in industrial parks, that includes training on soft skills, and worker engagement and motivation.
- ✓ **Focusing on the demand side as well as the supply side.** Providing training and skills development to young people in itself is not sufficient to enable successful transition to work. It is important to consider the demand side, as well as supporting an enabling policy environment for growth. For example, Sudokkho, supports the private sector to take the lead in defining its sectoral training needs. The programme supports private training providers (PTPs) and industry-based training (IBT) initiatives (supply-side stimulation), and raises awareness about the value of skills development among the trainees and industry (demand-side stimulation).
- ✓ **Encouraging an investment in training by the private sector by supporting the development of credible and quality training systems.** DFID Bangladesh has learnt that there is a sequencing issue that needs to be considered in the design and implementation of interventions particularly to encourage an investment in training<sup>43</sup>. Until a credible and quality training system is developed that is valued by the industry and demonstrated through guaranteed jobs for trainees, individuals will not invest in training programmes.
- ✓ **Articulating and providing evidence to private sector firms to show benefits to the firm through investing in industry-based skills training.** It is a slow process, but DFID Bangladesh has recognised

### **Nepal's Rural Access Programme (RAP)**

Supported by DFID and managed by IMC, this award-winning programme involves construction and maintenance of rural roads in Nepal. The programme involves a number of features that are relevant to strengthening the construction sector including an internship programme for civil engineers. The internship programme grew out of a practical need related to the relatively poor quality of recent engineering graduates available to the project (IMC, 2015). The aim of the internship therefore is to offer young Nepali civil engineers the opportunity to gain their initial work experience on completion of their degree, an essential step in their professional development. The interns are given exposure to a variety of contexts and to travel and work in some of the most remote areas of Nepal. On completion of the internship, the engineers should be in a strong position to secure employment and will also have had the opportunity to consider some of the sectors they may wish to specialise in. The interns also benefit from continuous assessment and mentoring throughout their internship and begin to establish a professional network within the engineering sector in Nepal. This initiative is particularly interesting as it focuses on nurturing highly skilled workers as opposed to just creating labour-intensive employment opportunities, which commonly characterises many public works programmes.

*Source: ICED. No date. Briefing note: Strengthening*

<sup>42</sup> ILO, 2011

<sup>43</sup> Skills and Employment Programme Bangladesh (2016) Annual Review



that there needs to be a cultural and attitudinal shift and to do this, it is important to highlight positive links between skills and productivity.

- ✓ **Using a technical assistance model to ensure there is buy-in to the training.** In DFID Bangladesh, they are preparing to move away from the more traditional Payment for Results (P4R) model in their current Skills and Employment Programme. It is too early to say, but a technical assistance model that relies less on external funding, is expected to support the sustainability of the interventions, and better position their partners in the market as providers of quality and credible training courses and help them become attractive partners for the industry firms.
- ✓ **Providing *practical* industry-focused training and *ongoing mentoring* to support the transition to work.** Evidence shows that competency based training with a modular approach that rewards quick learners and has on-the floor / practical mentoring as well as class room training, amongst others has been very effective for young people – see box on Nepal’s Rural Access Programme.
- ✓ **Incentivising skills investment through procurement.** There are examples where procurement guidelines push for better outcomes for marginalised groups including young people. See the example from Toronto, Canada below.

### **Leveraging procurement to drive inclusive economic growth – case study from Toronto, Canada**

The City of Toronto spends about USD 1.35 billion on goods and services, from large construction projects to one-off catering contracts. In May 2016, the City introduced a new Social Procurement Policy that aims to increase supplier diversity among vendors bidding for its contracts and maximise economic opportunities for diverse groups including young people, women, minorities, and people with disabilities. As well as ensuring supply chain diversity, the policy also aims to ensure that businesses contracting with the city hire and train a diverse workforce.

One of the key features of this policy is that all contracts over \$5 million in value has workforce development requirement. Bidders will be required to provide a commitment to engage in workforce development if their bid is successful. If a successful vendor fails to implement their workforce development plan as agreed upon with the City, the vendor may be disqualified for restricted or indefinite period. Such legal provision is expected to promote skills development and career progression opportunities particularly for young people.

The City Hall has partnered with various community based organisations to identify diverse suppliers and is also working with AnchorTO, a group of 18 local institutions that include hospitals, public authorities and universities looking to use their combined USD 12.7 billion annual spending to drive inclusive economic growth.

One of the members of AnchorTO is metropolitan transit authority Metrolinx, which has committed to hire among historically marginalized groups including young people as part of the construction workforce for its USD 3.96 billion light-rail project. Metrolinx has also been consistently selected as one of Canada's Top Employers for Young People for its research fellowship and apprenticeship programmes.

*Source: Citiscope, 2017*

### 4.3 Working with selective partners / encouraging partners to be more inclusive

#### What are the challenges or risks?

**Most contracts for infrastructure jobs (particularly in transport), tend to go to larger, often international firms.** These firms, with limited or no explicit requirements in terms of local job creation, are particularly unlikely to hire young people who lack social capital to access any jobs. In addition, China has also become increasingly dominant as a source of both infrastructure finance and FDI. The Chinese model, employing Chinese labour and construction inputs, results in limited backward linkages into domestic economies. As a result, opportunities for jobs generally, but for youth in particular, are limited.

**There is limited scope for DFID and other organisations to ensure that private sector firms are more inclusive.** “Ultimately it is the private sector who decides who to hire.<sup>44</sup>” DFID Advisors all mentioned that there are challenges in influencing the private sector and there are structures needed to ensure that outcomes for youth are sustained after programmes come to an end e.g. providing payment for private sector to take on interns provides the wrong incentives.

#### What are the key opportunities and promising practice?

- ✓ **Including conditions in contracts and ensuring results frameworks of different partners include indicators around youth employment.** “DFID doesn’t have the funds to do big infrastructure work so we look for others to make that investment – we do the upfront work; supporting preparation and feasibility to enable bigger contractors to follow”. Further work could be done to explore how DFID could best influence these big contractors to look at youth employment. An entry point that was discussed with DFID Tanzania, was to incorporate some conditions in the contracts by including targets around youth and gender. However, it is important to ensure that these targets are included in logframes to ensure that partners are held accountable for failing to meet them i.e. **making use of results frameworks is key.**

*“In the past health and safety was ignored as it was a cost saving area but DFID found ways to insert it into their contracts and at the same time used fixed fees for health and safety to ensure partners were not competing in that aspect*

*Interview with DFID Tanzania*

- ✓ **Using selective criteria in selecting and contracting partners.** DFID Bangladesh, has recognised that their Skills and Employment Programme should have tighter criteria for partner selection<sup>45</sup>- of both private training providers and industry firms. This is to ensure partners have a commitment to Sudokkho’s model of assistance and long term sustainability of the programme, by assessing the partners’ potential to leverage, scale-up and influence the overall market in which it operates to help bring about the systemic changes that Sudokkho envisions.
- ✓ **Ensuring gender and social inclusion criteria are taken into account.** This is throughout the contracting period – right from the selection of partners to the development of learning materials and training curricula.
- ✓ **Moving away from the usual way public works contracting is done.** For example, Senegal’s Paving the City of Dakar by Means of High Intensity Manpower (HIM) Techniques initiative is a programme that won the Guangzhou International Award for Urban Innovation in 2012. It involved employing people to pave the road, the majority of whom were young people, rather than hiring a contractor, which would

<sup>45</sup> Skills and Employment Programme (2016) Annual Review, DFID Bangladesh

have meant more machineries and less jobs for people. Although HIM technique might appear simple enough, in reality it 'required a deliberate turn away from the way public works contracting is often done'<sup>46</sup>. However, there are some challenges to this approach - funding can be a big issue and short-term employment could be the norm, but in a context of high employment, HIM could be a pragmatic strategy to create jobs and provide on-the-job training to unemployed populations.

Small-scale and community contracting is also an approach used by the ILO, as local infrastructure works provide an opportunity for developing local small contractors and community groups into effective rural infrastructure construction and maintenance entities. It is also a well-used model in slum upgrading, particularly for water and sanitation.

- ✓ **Creating an awareness of the benefits of inclusive employment through longer-term engagement.** It takes time to change attitudes within the different sectors and this requires long-term support from DFID and other donors. In addition, presenting the economic case for investing in disadvantaged groups - particularly investing in the high numbers of young people available for work – is likely to support the argument to be more inclusive. However, more work is needed to build up the evidence base for this.

## ***4.4 Addressing the policy environment***

### ***What are the challenges or risks?***

**No clear oversight and management of different infrastructure sectors.** There is often no single government agency overseeing different sectors. For example, responsibility for and jurisdiction over the built environment is often shared between different government ministries: the Ministry of Water Resources, Works and Housing (MWRWH), the Ministry of Transport and the Ministry of Roads and Highways. In addition, the Ministry of Employment and Labour Relations covers labour and employment aspects of the sector, while the Ministry of Education partially covers research and development and vocational training. In many countries, there is also a Ministry of Youth which has the mandate to formulate policies and packages on youth development. The somewhat inconsistent and ad hoc nature of construction policies reflects the manner in which responsibility for the sector is divided across these ministries<sup>47</sup>.

**Evidence suggests government failure is one of the main drivers of infrastructural shortages and inequalities.** For example, through government underpricing of water, and the formation of transport monopolies<sup>48</sup>. As a result, infrastructure projects need to be accompanied by a policy environment that enables, rather than restricts firms' access to infrastructure services in order to be effective in generating inclusive employment opportunities for youth.

### ***What are the key opportunities or promising practice?***

- ✓ **Providing advice and support to government.** For example, in DFID Ethiopia, through an investment advisory facility, DFID is supporting the identification of bottle necks in key investment sectors including energy and urban infrastructure. The facility has great potential to influence government and ensure that investment in the key sectors, creates opportunities for those that need it most – including young people.

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<sup>46</sup> Citiscope, 2014

<sup>47</sup> ODI Ghana's Construction Sector and Youth Employment

<sup>48</sup> Filmer and Fox 2014

- ✓ **Aligning with government priorities is key to getting buy-in and to identify entry points for more inclusive programming.** In all the DFID CO's, there is a continual effort to align infrastructure programming to the priorities identified by government. It is generally recognised that building infrastructure is crucial to economic development, and to generating jobs. However, the issue for young people is not often employment but *under-employment* and poor quality jobs. DFID Ethiopia for example, mentioned that the challenge remains in convincing government, as well as private sector, to look at different social parameters including gender and age during design and implementing of infrastructure interventions. – these are often blanket investments that lack a more nuanced approach in understand who may benefit and who may lose out.
- ✓ **Capitalising on donor – government forums to put youth employment and infrastructure on the agenda.** In Kenya, DFID Advisors said that only once a year do they see youth employment on the agenda and there is a general lack of coordination on youth issues. The policy is there to support young people but there is a lack of awareness of the entry points, particularly in infrastructure.

## Creating jobs through industrial Parks – Jobs Compact Ethiopia

With the support of funding from DFID, the European Investment Bank (EIB) and the World Bank, the Government of Ethiopia is planning to create two industrial parks at a total cost of £385 million and generate around 100,000 jobs for Ethiopians and refugees. There tends to be an assumption in such job creation programmes that youth will automatically benefit. In DFID Ethiopia, we plan to apply an analysis of regional and sector specific barriers for youth in accessing opportunities created through the programme.

Interview with DFID Ethiopia

## 4.5 Improving working conditions

### What are the challenges or risks?

*The informal economy appears to be of most relevance to young people. The vast majority of youth in the construction sector in Ghana for example are employed informally. According to the GLSS 6, 91% of young people working in construction work in the informal economy. Of those working in the sector, just under 29% are employees; 27% are apprentices and another 21% are casual workers<sup>49</sup>.*

**Attracting young people to certain sectors is a challenge due to poor health and safety records.** For example, the construction sector does not have a positive image due to poor health and safety records, and in some contexts, is an industry not associate with high social status, which deters young people from pursuing careers in those sectors<sup>50</sup>. A lack of training on occupational health and safety also compounds this issue.

**In addition, young women face additional security risks in certain sectors.** For women, working on a construction site means risking sexual harassment as well as having to fight the perception that women are simply not physically strong enough for the work. Where young women do work in the construction sector, they tend to work in less prestigious and less well-paid positions: in the formal construction sector they are employed as secretaries; in the semi-formal sector, they work as caterers; and on informal construction sites they are employed to carry water, bricks and to do the breaking of stones.<sup>51</sup>

**Employment opportunities for young people are often short-term.** Nepal's Karnali Employment Programme (KEP) - KEP is Employment Intensive Public Works Programme (EI-PWP) designed to build

<sup>49</sup> ODI, Ghana's Construction Sector and Youth Employment

<sup>50</sup> ODI's 2016 working paper on Ghana's construction sector

<sup>51</sup> ODIs 2016 working paper on Ghana's construction sector

rural roads in one of the remote regions of Nepal. One of its objectives was to create short-term employment opportunities and primarily targeted at women and young people. The subsequent appraisal of this programme has shown that it was unable to attract young people<sup>52</sup>. In most cases, the short-term nature of employment meant that young people found migration (cross-border migration to India for work is highly prevalent in the region) more attractive than home-based job opportunities.

#### *What are key opportunities and promising practice?*

- ✓ **Changing attitudes to health and safety.** As discussed above, there is ongoing work by DFID and others, to address attitudes with infrastructure sectors on health and safety. In DFID Uganda, as part of their work with ICED, there has been an increased focus on developing safeguards within infrastructure.

## ***4.6 Building digital infrastructure***

#### *What are the challenges or risks?*

**Key disadvantages with young people using digital infrastructures to gain online work are that these jobs do not bring job security, and may lead to volatile, even low incomes.** Countries looking to enable innovation and growth in the ICT sector, or who seek a greater role for innovative services to maximize ICT-enabled employment, will need to consider restructuring or rebalancing their regulatory systems to enable growth while providing workers and employers with necessary protections<sup>53</sup>.

#### *What are key opportunities and promising practice?*

**There is global recognition that ICTs are creating new forms of working and new opportunities, particularly for young people, but this needs to be further explored.** In all the DFID COs interviewed as part of this study, very little information was shared on investments in digital infrastructure. However, ICED is currently undertaking a digital strategic review for DFID Tanzania<sup>54</sup>.

## ***4.7 Providing opportunities to all young people***

#### *The challenges*

**A gendered and intersectional lens remain largely missing in infrastructure programming.** Youth are treated as a homogenous group with an underlying assumption of common grievances, challenges and solidarity. The scoping study found very little disaggregation in DFID's documentation of infrastructure programmes.

However, where there is evidence, the following issues emerged:

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<sup>52</sup> Vaidya, 2010

<sup>53</sup> World Bank, 2013

<sup>54</sup> Please see section 6 for more information about this work.

- **Certain sectors discriminate against young women.** For instance, in the case of construction sector, there is a common perception that it's predominantly "men's work". Such perceptions discourage young women from considering and applying for construction related jobs and apprenticeship schemes. But even when women do join the training schemes, they face difficulty in finding work post-training, primarily due to social perceptions and biases in the workplace.<sup>55</sup>
- **Young people living in informal settlements face further challenges in accessing formal sector jobs due to spatial disparities, limited infrastructure, poor level of education and prejudice in the workplace.** Lack of recognition of the importance of informal economy for job creation constrains its growth potential and further traps young people in vulnerable and precarious working conditions.
- **Various other social factors such as gender, caste, class, ethnicity, sexuality, religion and disability also determine the extent to which young people can benefit from the opportunities in urban settings.**

#### *What is being done to address these challenges?*

**There is a clear gap in how young people are engaged in DFID's infrastructure programmes during design, monitoring and evaluation.** A number of those interviewed for the study<sup>56</sup>, mentioned that they are currently looking at setting up youth advisory panels to ensure better engagement of young people across all their programmes.

There is also a dearth of disaggregated data in DFID's infrastructure programmes to show how the various interventions impact on young people. There are also very few, if any, youth groups mobilising around these issues in the selected DFID countries.

### Women in construction in the UK

In the UK, women account for just 11% of the construction workforce and only 1% of workers on site. In some construction professions, the number of women is so low that the NSO has declared them 'unmeasurable'. However, there are some interesting lessons from the projects and programmes that have been implemented in the UK:

- Women need to be made aware of the range of opportunities available in construction long before they make their career decisions or begin their apprenticeships. Speaking to young girls in schools is one way of doing this.
- Providing training programmes to young women without additional support is insufficient. Without further mentorship programmes, young women tend to leave the sector.
- Simply increasing the number of women in construction will not lead to a change in culture.

The most successful programmes focus on transforming the culture of the sector and its approach to young women.

*Source: Munn. 2014. Building the future: Women in Construction*

<sup>55</sup> Jowett, 2016

<sup>56</sup> Ethiopia and Uganda.



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## *Section 5: Summary of Findings*

**There is very little evidence to show the impact of I&C programming on employment.** The focus is very much on increased trade with little or no evidence on number of jobs created or the quality of those jobs.

**There is a lack of disaggregated data to show what the impact is on youth employment** through infrastructure programmes. There is an underlying assumption that young people are engaged in infrastructure programmes as they are considered to be an economically active age group but there is little measurement of direct impacts on young people.

**Initiatives to combat youth unemployment are often piecemeal and limited in time and scope.** Despite increasing recognition and international mandates to combat youth unemployment, actions to date are still in their formative stages. There is lack of integrated and cross-sectoral collaboration as interventions continue to remain sector or area specific with limited scope to understand the interlinkages across different sectors.

**Provision of training alone is not enough to guarantee transition to work.** Assessing the content (inclusion of soft skills, occupational health and safety, and workers' rights) and quality of training programmes are both important to ensure that young people develop the right skills and are well-prepared for the workplace. Working with private sector firms to develop practical, industry-focused and good quality training systems yields better results in securing employability for young people.

**Both demand and supply side need to be taken into consideration.** At the moment, much of the focus remains on supply side through provision of trainings and skills development opportunities. However, coordinated strategies to push for an enabling policy environment and work in partnerships with private sector and employers to drive job creation and growth remain largely missing.

**The potential of public procurement to maximise economic opportunities for young people remain underexplored.** Various youth employment friendly terms and conditions can be incorporated into the contracts that promote hiring and training of young people particularly from poor and marginalised groups, provision of apprenticeships and professional development programs, ensuring safeguards and good working conditions, as well as consultation with young people in I&C programming. However, there is very little evidence of good practice to demonstrate how procurement can be leveraged for the economic empowerment of young people.

**Evidence on what works is limited.** It is difficult to ascertain how exactly infrastructure programming creates opportunities for young people. The underlying assumption is that infrastructure creates jobs but the different employment effects that follows - direct, indirect, induced and growth-related effects - need to be studied further. Infrastructure is often attractive to policymakers for its short-term employment generation but its larger impacts through removal of barriers to growth and improved living conditions can create opportunities for young people in the long term, which need to be understood further.

**Young people are yet to be recognised as primary stakeholders in I&C programming, and thus, continue to be marginalised in decision making processes.** There is lack of support for creating effective youth forums to channel young people's collective voice and action. Consultations with young people in design and delivery of I&C programme is usually non-existent. This is a missed opportunity, as an understanding how young people navigate around cities, use public spaces, participate socially and economically both in physical and virtual spaces, can all help inform user-friendly and meaningful design of infrastructure programmes that cater to the needs of service users and maximises economic opportunities.

**I&C programming usually lack complementary measures to sustain the positive impacts of infrastructure investment for young people.** I&C programming has the potential to go beyond short-term creation of jobs through public work programmes, and secure long-term benefits by putting complementary measures in place to ensure young people benefit from infrastructure investment. For instance, through the provision of credit facilities targeting youth and urging them to organise into groups to access credit through group guarantees can help young people start their own businesses and leverage the opportunities offered by new and better infrastructure provisions.

**Young people are seen as a homogenous group.** Not all young people benefit equally through I&C programming. Beyond age, various social identity factors such as gender, caste, class, ethnicity, religion, sexuality and disability determine the lived experiences of young people. For instance, young women are more likely to face discrimination in specific sectors such as construction, where the social perception is biased towards men. Young people in informal settlements face additional constraints due to limited infrastructure, poor level of education, restricted mobility and social prejudice. Hence, I&C programming can do more to target young people specifically from the poor, vulnerable and marginalised groups.

**The challenge for infrastructure and development programmes is to address the fact that ‘informal is normal’ in a majority of developing countries.** As such, the objective is not just to create more formal sector jobs, but to increase the productivity and enhance the conditions of millions of young people currently working in the informal economy (Chen et al. 2016). This can include both ‘demand-side’ interventions that improve connectivity, reduce costs and stimulate demand for labour in towns and cities, and ‘supply-side’ interventions that improve the skills and education of young people.



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## Section 6: What are the entry points for transformative action?

One of the key messages from DFID's new Economic Development Strategy is "to build a sharper focus on nutrition, human development and skills for work into our economic development programmes, and helping to build a healthy, educated and productive workforce for the future". There are clear high level entry points for DFID and ICED to support this job creation ambition.

These high-level entry points can be presented through two types of channels.

### 6.1 Hard channels

- **Supporting DFID to maximise opportunities for young people through its procurement processes.** Procurement is one of the critical areas of work which came out of the UN High Level Panel on Women's Economic Empowerment and it is further emphasised in DFID's Economic Development Strategy. There is a strong case that procurement, investment, business culture and practices should routinely, not exceptionally, consider the economic empowerment of women, young people and other excluded groups, particularly in settings where discrimination is strong and actions by procurement agencies could have an effect at scale.

Suggestions that would merit further discussion include:

- ✓ *Reviewing the types of partnerships DFID has with a range of private actors (SMEs, action groups etc.) to look at opportunities to maximise benefits for young people: there seems to be little awareness of what others are doing in the sectors, and there could be more done to coordinate approaches, leverage opportunities and influence external organisations to maximise outcomes for young people.*
- ✓ *Promoting the youth employment agenda through good practice Terms and Conditions in contracts. There exists a variety of global standards, guidelines and frameworks already in place that DFID could draw upon in a systematic way;*
- ✓ *Setting out the economic and business rationale for youth economic empowerment within infrastructure programme tender documentation (bid guidelines for Suppliers, Terms of Reference, Evaluation criteria etc.) and ensure suppliers respond to these wider objectives in their tenders<sup>57</sup>.*
- ✓ *Ensuring that all infrastructure programme's have a jobs / skills strategy attached to it in order to identify opportunities for job creation and training. Noting that a large number of programmes are focused on trade efficiency, there needs to be more work to support a focus on job and skills creation. This will create the foundation and basis for then disaggregating and looking at 'who' gains employment or training within these programmes.*

ICED is currently providing support to DFID through its WEE work package on procurement – this is a critical moment to coordinate the different work packages to ensure that procurement processes across DFID look at supporting outcomes for all excluded groups, including young people. We suggest that this discussion should be taken forward as a priority.

- **Building on DFID's priorities and policies to combat the worst forms of child labour by improving safeguarding and mitigating risks on infrastructure investments.** ICED could share learning from

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<sup>57</sup> Adapted from an ICED What Works Series Report for WEE, April 2017

this support and/or provide similar support to other DFID COs, linking with the work on procurement to encourage partners / contractors to take this agenda forward.

Since 2016, the ICED programme has been working with DFID Uganda to help strengthen its capacity and oversight of safeguards on its infrastructure programmes, particularly those that are implemented through third parties and delivery partners. The support is set within a wider context of serious GBV and child protection breaches on a World Bank roads programmes in Uganda, which contributed to the World Bank cancelling the funding to the Uganda Transport Sector Development Project in 2015.

## 6.2 *Soft channels*

- **Supporting DFID to build up the evidence base:** there are gaps within DFID's infrastructure and cities programming from a youth perspective resulting in little evidence on what works for young people. More work is needed to build up this evidence base and disseminate good practice.
- **Providing concerted support to DFID programming:** ICED could support current or planned projects and programming – from design, through to implementation and M&E - to ensure that young people benefit from the programmes, and that monitoring and evaluation frameworks measure outcomes for young people (number of jobs, and quality of jobs) and are further disaggregated by gender, caste, location etc. This support would aim to address a critical gap in evidence on what works for young people.

This support could be provided in two ways:

1. Accessing technical assistance through a call down mechanism – this mechanism is currently being designed but the aim is to provide G&I mainstreaming support as and when needed to DFID COs.
2. Including youth expertise / consultant days in ICED pipeline projects – this would require all four ICED Directors (for economic development, urban, FCAS and infrastructure) to look at all upcoming opportunities to ensure that there are days built in for a youth advisor in each work package. This upstream work is vital in ensuring that (youth) employment is put on the agenda.

### **Possible pipeline projects include: *(also refer to county level entry points below)***

- Ethiopia's Infrastructure Advisory Facility
  - Digital Strategic Review for DFID Tanzania
  - Dodoma
- **Improving internal learning on youth employment.** Weak coordination within DFID and a lack of a focus on (youth) job creation in infrastructure are two crucial findings. As discussed with DFID's Senior Policy Lead in the Youth Employability Team, there needs to be more done to build an awareness within DFID of the commitments made in the Economic Development Strategy in terms of job creation and human development by highlighting the findings from this report, and in parallel, highlighting the support that ICED can provide through its technical experts (in VAWG, youth, disability and WEE).

Suggestions include:

- ✓ Developing a short policy brief on youth employability in infrastructure: the policy brief will highlight high level findings from this study and clearly outline the policy implications for DFID. This policy brief should inform DFID's Economic Development Strategy planning processes. This was a direct request from the Senior Policy Lead for Youth Employability in DFID.

- ✓ Holding lunchtime seminars on youth employability – it would be beneficial to target the infrastructure and economic development cadres. ICED has a Knowledge and Learning Advisor who could support DFID in arranging and facilitating these sessions.
- ✓ Developing case studies to share innovation and good practice, and support DFID in applying practical approaches to embedding gender and inclusion for more transformational infrastructure programming.

ICED is producing a series of case studies to support the ambition set out in the EDS. The initiative will present practical learning for future DFID urban and infrastructure programmes that seek to contribute to inclusive economic growth and achieve transformative developmental impact.

The Case Studies will serve two purposes: as demonstrations of how programmes can raise the level of ambition using the G&I framework in practice; and as examples of DFID’s own best practice interventions to facilitate knowledge and learning amongst cadres.

### 6.3 Country level entry points

In addition, the team identified potential entry during discussions with key advisors in the 5 country offices. See these below:

Country	Issue	Entry point
<b>Tanzania</b>	Rural Access Programme Phase 2: the first phase is coming to an end in 2017.	Support the design of phase 2 to ensure a focus on young people – creating greater employment opportunities.
	There are no funds to do big infrastructure investments – DFID provides the upfront investment (doing preparation and feasibility to enable bigger contractors to follow). At this stage, more support is needed to influence others to look at youth i.e. through contracting.	Review partnerships
	There is little to no information on the demographic of the workers employed by the contractors. This information is not available to the DFID Advisors.	Review of DFID’s contractors – to look at the demographic of workers i.e. through a contractor’s questionnaire. This would also give DFID a better understanding of the attitudes of their contractors towards employing young people.
	ICED is providing support to DFID Tanzania to undertake a digital strategic review. This assignment will develop a framework for DFID Tanzania to: <ul style="list-style-type: none"> <li>• Better understand global and local trends in ICT, digital and frontier technologies that can be leveraged by Tanzania to promote transformative growth, greater access and inclusion and job creation in cities, and through improved infrastructure services;</li> <li>• Review opportunities to strengthen Tanzania’s technology ecosystem in order to</li> </ul>	To discuss potential role of including days for ICED youth advisors to input into the review – to look at positive and negative impacts on young people.

	<p>be better placed to harness these opportunities; and</p> <ul style="list-style-type: none"> <li>• Explore opportunities across DFID-T's infrastructure and cities programming to leverage digital and frontier technologies.</li> </ul> <p>The findings from this work will identify opportunities for DFID-T to champion the innovative use of digital technologies in line with DFID's forth-coming Digital strategy, whilst promoting better VfM in their programmes. This model, if successful, will be rolled out to other DFID COs.</p>	
<b>Ethiopia</b>	<p>DFID Ethiopia is trying to advance the youth agenda, within all their programmes, however many of these programmes are not designed with youth in mind i.e. with an understanding of the current status and evolving needs of young people, and the barriers that prevent them from capitalising on opportunities created through DFID's programmes.</p> <p>Ethiopia Infrastructure Advisory Facility (EIAF)</p>	<p>This is an area that was identified for improvement. There are plans in place to set up a youth advisory panel in the CO - TOR have just been developed.</p> <p>Follow up discussions with Nicholas Miles ICED Director for Urban and Economic Development.</p>
<b>Uganda</b>	<p>A DFID Advisor for the upcoming global CIG programme is based in Uganda.</p>	<p>ICED could provide further support to the design of the programme.</p>
<b>Kenya</b>	<p>A new programme is in the pipeline – Sustainable Economic Development Programme – looking at infrastructure from a PPP perspective in secondary cities.</p> <p>There are number of large scale infrastructure programmes in Kenya.</p>	<p>Look at how to leverage these infrastructure programmes for youth employment and reduce levels of importing skills into the country - government policy states that 30% of government business should go towards youth, women and PWDs. Local content regulations cite that 40% of any contract should be locally sourced and using labour, materials.</p>
<b>Bangladesh</b>	<p>Within their skills and employment programme (focused on construction and readymade garments sector), they are finding it more difficult to identify the right entry points in the construction sector, as the sector is less organised. In addition, the sector is very male dominated so there are challenges in getting young women involved.</p>	<p>Provide information on the support ICED can provide specifically related to youth, disability and WEE to explore potential opportunities within the programme.</p>

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## *List of Annexes*

***Annex 1: Case Studies***

***Annex 2: Mapping of I&C interventions***

***Annex 3: Bibliography***

***Annex 4: List of people consulted***

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## Annex 1: Case Studies

### Case Study 1: Skills and Employment Programme Bangladesh (Sudokkho)

Sudokkho aims to enhance private sector skills training for the poor, particularly women, youth and disadvantaged populations, to help them gain decent employment in the Readymade Garment (RMG) and Construction sectors in Bangladesh. The programme has total funding of £21.07 million, contributed by DFID - £18 million (of which £1 million is for evaluation/reviews) and Swiss Agency for Development Cooperation (SDC) - £3.07 million. Sudokkho's executing agency is the Ministry of Education (MoE), Government of Bangladesh (GoB). The programme was designed to support the implementation of the National Skills Development Policy, specifically related to working with the private sector to ensure skills training is relevant and of high quality, thereby increasing post-training employment opportunities.

Sudokkho seeks to apply systemic market development principles to resolve market failures in the RMG and Construction sectors and to stimulate large scale and sustained private sector investment in training for poor people. Sudokkho's skills development interventions are focused on increasing income of workers, as well as improving productivity of manufacturers, by focusing on quality, quantity and time. This approach demonstrates to manufacturers that investing in skills development of their workforce helps to increase business efficiency (as a result of improved productivity) which then offsets the continuously rising cost of doing business. Sudokkho targets RMG and Construction (of houses and buildings) as the two sectors have high growth potential with the ability to absorb large numbers of people in skilled and semi-skilled jobs:

The programme is structured around two components as follows:

1. Supporting private training providers to offer affordable quality training that enhances employability.
2. Supporting private sector industries to develop and operate innovative and sustainable industry-led training facilities that allow existing and new employees to acquire skills that lead to higher valued semi-skilled and skilled jobs

Sudokkho has partnerships with private training providers/centres/institutions who are registered as "for profit" companies, and are already in skills training business providing courses in construction and/or readymade garments occupations. It works with these private training providers (PTP) to support the provision of short skills training courses, giving people the opportunity to enter skilled or semi-skilled work. Courses are aimed at people who are out of work, aiming to help them earn a decent, reliable income. Hence, privately run training centres, registered by the government and market-oriented, have the capacity to attract large numbers of trainees through the programme. The programme provides a targeted, results-based financing mechanism that incentivises training providers to seek out participants who can contribute to the training fees as well as people from hard-to-reach groups.

Key results include:

- 829 people placed into skilled or semi-skilled jobs (205 women, 70 disadvantaged people, 5 disabled) after being trained using competency based training packages developed by Sudokkho.
- Changes in attitudes to training – those with on-going pilots mentioned that they have started to see benefits from the training, in terms of lower costs (monetary and time) of training, quality and performance of newly graduated trainers/ trainees and acceptance of new graduates on the factory floor by supervisors and peers.

Ref: 2016 Annual Review



## Case study 2: CrossRoads

CrossRoads has been working to develop a more competitive and sustainable road construction and maintenance industry in Uganda. Work focused on increasing the private sector's ability to provide road maintenance and construction services, and on improving the way that work is procured and managed by government departments.

In both cases the focus of the work has been on capacity building taking a market systems approach. The market systems approach was used to design and deliver the CrossRoads Programme. Under this approach, changing the behaviour of market actors is achieved through interventions that tackle dysfunctions in three pillars of the market, namely:

- > The policy environment
- > The relationships and linkages between and among market actors
- > The skills and inputs required by market actors to perform their roles effectively and efficiently

Part of the programme focused on training Plant Operators. In 2011–2012 the CrossRoads' equipment survey identified an acute shortage of competent plant operators in Uganda, and the lack of skill of existing plant operators. There has been a complete underinvestment in operator training in Uganda over the last 15+ years. The lack of continuous professional development has left the operators without the skills and competence to provide efficient plant services. During the same survey, it was realised that by introducing formal operator training, skill levels and quality would rise, and costs in road maintenance would be cut significantly. Improving the health and safety (and environmental) standards was also a significant factor. The reasons why the key stakeholders in the industry had habitually underinvested in operator training was also examined. It was evident that contractors and government parastatals regarded training and skill upgrading as a luxury; an extravagance that the individual or the industry could apparently ill afford.

In September 2013, CrossRoads Secretariat set up a field-based case study to objectively demonstrate the 'before-and-after-evidence' of the impact and cost savings associated with training plant operators. For example, during the hydraulic excavator trenching exercise, the subsequent cost savings on fuel alone could be up to UGX 8 million (USD 2,360) per month. This is equivalent to a real fuel cost saving of UGX 955 million (USD 280,000) during the economic life span of typical heavy plant pan. It was proved that it was not so much that the industry could not afford the training, more that the industry could not afford not to invest in training. This field-based study had a major impact on changing the deeply embedded mind-set that training was 'simply an expensive luxury' – for the first time, contractors could see real financial benefits and start treating training as an investment rather than simply as a cost.

In addition, through CrossRoads, the Directorate has changed to an industry led approach in developing and assessing vocational qualifications. While the previous Assessment Training Packages (ATPs) were initially developed in consultation with industry, the approach was still 'academic.' For instance, the ATP were not regularly updated to take account of changes in technology and industrial best practice. Assessments of a few selected tasks in the occupation concerned were mainly conducted in an artificial, simulated environment in training colleges and included academic style written tests with marks awarded at the end of the assessments like academic tests.

For the road works industry, vocational qualifications are competence-based, industry-led qualifications that are achieved through an at-work assessment and on-the-job industrial training. This fundamental change means that occupational standards are led and updated by industry to reflect what competent people in a particular occupation are expected to be able to do, reflecting current best practice and the ability to adapt to future requirements. This was a radical change for DIT, so with support from CrossRoads a start was made in 2013 that compared the new with the existing way of conducting assessments.

*Ref. CrossRoads (2015) Supporting the National Road Construction Industry*

## Annex 2: Mapping of I&C Interventions in selected DFID Countries

Country	Project	Sector	Description
<b>Bangladesh</b>	Under-privileged Children's Education Programme – UCEP	Education and skills development	UCEP runs skills development programmes, vocational trainings and work placement schemes for young people from underprivileged communities in Bangladesh. It has partnered with various organisations including DFID, GIZ and BRAC. <i>For more information: <a href="http://www.ucepbd.org">www.ucepbd.org</a></i>
<b>Bangladesh</b>	Skills and Employment Programme Bangladesh (Sudokkho)	Skills development focusing particularly on garment and construction sector	The Skills and Employment Programme Bangladesh (Sudokkho) aims to enhance private sector skills training for the poor, particularly women, youth and disadvantaged populations, to help them gain decent employment in the Readymade Garment (RMG) and Construction sectors in Bangladesh. The programme has total funding of £21.07 million with £18 million contributed by DFID. <i>For more information: <a href="https://devtracker.dfid.gov.uk/projects/GB-1-201851">https://devtracker.dfid.gov.uk/projects/GB-1-201851</a></i>
<b>Ethiopia</b>	Investment advisory facility	Cross sector focusing on investment	This facility has been set up to offer advice to Ethiopian government to attract more investment into the country, based on identification of bottle necks in investment sector – such an energy and urban infrastructure. This facility has good potential in generating economic opportunities for young people, however the focus should be on not just addressing the bottle necks but also creating good quality jobs for all, including young people. <i>(Above information is based on interviews. For more information - <a href="https://devtracker.dfid.gov.uk/projects/GB-1-204635">https://devtracker.dfid.gov.uk/projects/GB-1-204635</a> )</i>
<b>Ethiopia</b>	Jobs Compact	Cross sector focusing on industrial parks development	With the support of funding from DFID, the European Investment Bank (EIB) and the World Bank, the Government of Ethiopia is planning to create two industrial parks at a total cost of £385 million and generate around 100,000 jobs for Ethiopians and refugees. DFID will contribute £80 million towards the project, which also aims to grant employment rights to 30,000 refugees. This project provides a unique opportunity to maximise economic opportunities for young people from underprivileged and vulnerable groups. <i>(For more information – EIB's website <a href="https://goo.gl/Cz8Mc2">https://goo.gl/Cz8Mc2</a>)</i>



<b>Ethiopia</b>	Productive Safety Net Programme	Food security, cash transfers and public works	The Productive Safety Net Programme (PSNP) in Ethiopia was set up in 2005 by the Ethiopian government, with support from various international donors, as part of its strategy to address chronic food insecurity and prevent asset and livelihood loss. The PSNP reaches an estimated 8 million people, and the targeted communities receive cash or food transfer payments in return for participation in small scale labour-intensive, low-tech Public Works Programme (PWP) such as rural road maintenance, soil and water conservation, irrigation, construction of schools, health posts, and childcare centres. A lot of young people are expected to benefit especially from PWP directly and indirectly. (For more information: <a href="https://devtracker.dfid.gov.uk/projects/GB-1-204290">https://devtracker.dfid.gov.uk/projects/GB-1-204290</a> )
<b>Ethiopia</b>	Private Enterprise Programme Ethiopia (PEPE)	Cross-sectors	PEPE is a DFID 7-year programme (2012 – 2019) that aims at tackling private sector development by addressing constraints to growth. These constraints result from both limited access to finance and market failures and regulatory issues in key, priority industries. This aim is to create job opportunities (especially for women) and raise household incomes.  <a href="https://devtracker.dfid.gov.uk/projects/GB-1-202596/documents">https://devtracker.dfid.gov.uk/projects/GB-1-202596/documents</a>
<b>Tanzania</b>	Corridors for Growth	Transport and trade	DFID funded Corridors of Growth aims to increase Tanzania's infrastructure capacity in three ways (i) Co-financing the Dar Port expansion together with the World Bank and Tanzania Port Authority to double port capacity and enable Tanzania's entire trade volume to increase by two thirds. (ii) Project preparation funding for six more major regional transport projects are expected to catalyse up to £600m of concessional development finance. (iii) Launching a new approach to Public-Private Partnerships to improve infrastructure in municipal areas and build capacity for larger PPP's in the future the programme is expected to reduce the costs of doing business in Tanzania, contributing to growth, more jobs and lower poverty. (For more information: <a href="https://devtracker.dfid.gov.uk/projects/GB-1-204369">https://devtracker.dfid.gov.uk/projects/GB-1-204369</a> )
<b>Tanzania</b>	Big Results Programme	Energy, Water, Transport, Agriculture, Education etc.	Government of Tanzania is implementing a transformational new Big Results Now programme, supported by DFID, to accelerate achievement of middle income status by 2025 and transition out of aid dependency, by identifying and resolving constraints to results delivery in the Government's priority areas (initially: energy, water, transport, agriculture, education and resource mobilisation, with more to be added in future years). (For more information: <a href="https://devtracker.dfid.gov.uk/projects/GB-1-204010">https://devtracker.dfid.gov.uk/projects/GB-1-204010</a> )

<b>Tanzania</b>	Dar es Salam Port Improvement Programme (preparatory)	Transport	This DFID funded programme, which started off in 2015, aims to increase Tanzania's trade competitiveness by providing the Port of Dar es Salaam with essential infrastructure and efficiency enhancements. It is expected benefit Tanzania and neighbouring countries through improved market access by reducing port dwell time from 9 to 5 days. (For more information: <a href="https://devtracker.dfid.gov.uk/projects/GB-1-204362">https://devtracker.dfid.gov.uk/projects/GB-1-204362</a> )
<b>Tanzania</b>	Buni	ICT	Founded in 2011, Buni is a technology hub that aims to foster innovation and technology entrepreneurship through capacity building, mentoring programs, and community empowerment. It is known for being one of the first technology and innovation spaces to be established in Tanzania, and it has mentored several start-up brands in Tanzania, including Soka App, Agrinfo and Time-Tickets. Buni also has specialized youth programs to help impart business development skills. (For more information: <a href="http://www.buni.or.tz">www.buni.or.tz</a> )
<b>Tanzania</b>	Kijana Jiajiri - Youth Business Tanzania	Oil and gas	Launched in 2015, the Kijana Jiajiri (Youth Business Tanzania) program is a collaboration between Youth Business International, National Economic Empowerment Council (NEEC), and Tanzania Entrepreneurship and Competitiveness Centre (TECC), with funding from a group of companies conducting gas exploration in Tanzania. Kijana Jiajiri supports under-served young entrepreneurs across Tanzania, helping them to start-up and thrive in business. In its initial 12 month pilot phase, Kijana Jiajiri aims to operate in four locations and support 400 young adults with entrepreneurship training and create 200 business start-ups. Their main interventions include training youth in business and entrepreneurial skills, enabling youth to access capital and operational finance, and linking new entrepreneurs to relevant networks. It is expected that this intervention will largely target youth in the Mtwara, Lindi and Coast regions, where they expect the proportion of youth participating in the gas sector to increase through the provision of services in the downstream gas value chain. (For more information - <a href="http://www.kijanajiajiri.com">www.kijanajiajiri.com</a> )

<b>Uganda</b>	Cross Roads	Transport	<p>The four-year, £18-million CrossRoads programme (2011 – 2015) played two important roles in improving road maintenance and construction in Uganda. First, it worked to boost the private sector's ability to provide road construction and maintenance services. Second, it worked to increase the efficiency with which road sector maintenance and construction work was managed by government departments. Part of the programme focused on capacity building, which included training of plant operators as well as supporting development of industry focused training qualifications.</p> <p>(For more information: <a href="http://www.imcworldwide.com/wp-content/uploads/2015/12/XRoads-5-Years-of-Progress-Booklet-Final-WEB-3.pdf">www.imcworldwide.com/wp-content/uploads/2015/12/XRoads-5-Years-of-Progress-Booklet-Final-WEB-3.pdf</a> )</p>
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**Other youth employment focused projects/interventions:**

Country/Region	Project	Sector	Description
<b>Africa</b>	Programme for Infrastructure Development (PIDA)	Cross sector	<p>The overall goal of PIDA is to promote socio-economic development and poverty reduction in Africa through improved access to integrated regional and continental infrastructure networks and services. This is a long-term and large scale infrastructure development programme taking place across Africa (end date - 2030). It appears to be in its early phase of implementation, so it is difficult to derive concrete impacts and lessons learnt in terms of addressing youth unemployment.</p> <p>(For more information: <a href="http://www.afdb.org/en/news-and-events/article/fin-de-la-semaine-du-pida-integrer-la-dimension-emploi-dans-tous-les-projets-dinfrastructures-16485/">www.afdb.org/en/news-and-events/article/fin-de-la-semaine-du-pida-integrer-la-dimension-emploi-dans-tous-les-projets-dinfrastructures-16485/</a> )</p>
<b>Africa</b>	Regional Infrastructure Programme for Africa	Transport, Water, Energy, and telecommunications	<p>The RIPA programme will improve the quality of electricity, transport, water and telecommunications infrastructure for households and businesses across Africa. It will increase the supply of priority regional project preparation studies and will encourage financiers to take them to implementation stage. As a result of this approach, RIPA will contribute to key results which include improved infrastructure to facilitate trade, through strengthened preparation and mobilised financing for regional infrastructure projects.</p>

<b>Ghana and Uganda</b>	MasterCard Youth Forward Initiative	Construction and agriculture	<p>MasterCard Foundation funded Youth Forward Initiative, is a five year USD 74 million programme in Ghana and Uganda, which aims to create employment and entrepreneurship opportunities in the construction and agriculture sector for disadvantaged young people. It combines market-relevant skills training, mentorship, internships and access to financial services to help young people transition out of poverty and into sustainable livelihoods. It is expected to reach more than 200,000 economically disadvantaged young people, aged between 15 and 24.</p> <p>(For more information: <a href="http://www.mastercardfdn.org/the-mastercard-foundation-launches-innovative-us74-million-youth-employment-initiative-in-ghana-and-uganda">www.mastercardfdn.org/the-mastercard-foundation-launches-innovative-us74-million-youth-employment-initiative-in-ghana-and-uganda</a>)</p>
<b>Kenya, Tanzania and Uganda</b>	Youth Entrepreneurship Facility	Cross sector with particular focus on green economy	<p>The Youth Entrepreneurship Facility (YEF) enables African youth to turn their energy and ideas into business opportunities to increase their income and create decent work for themselves and others. It is an initiative by the Danish-led Africa Commission, implemented by the Youth Employment Network (YEN) and the ILO, with financial support from BASF.</p> <p>(For more information: <a href="http://www.ilo.org/pardev/partnerships/public-private-partnerships/factsheets/WCMS_409910/lang--en/index.htm">www.ilo.org/pardev/partnerships/public-private-partnerships/factsheets/WCMS_409910/lang--en/index.htm</a> )</p>
<b>Nepal</b>	Rural Access Programme (RAP)	Transport and Construction	<p>Supported by DFID and managed by IMC, the RAP involves construction and maintenance of rural roads in Nepal. The programme has a number of features that are relevant to strengthening the construction sector including an internship programme for civil engineers. This programme is widely cited as a good example of how youth employment can be integrated in infrastructure programming.</p> <p>(For more information: <a href="http://www.rapnepal.com">www.rapnepal.com</a> )</p>
<b>Nepal</b>	Karnali Employment Programme (KEP)	Transport and Construction	<p>KEP is a public works based social protection scheme and one of its key objectives is to create short-term employment opportunities, primarily targeted at women and young people.</p> <p>(For more information: <a href="http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-kathmandu/documents/publication/wcms_154327.pdf">www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-kathmandu/documents/publication/wcms_154327.pdf</a> )</p>

<b>Senegal</b>	Paving the City of Dakar by Means of High Intensity Manpower (HIM) Techniques	Construction	This programme won the Guangzhou International Award for Urban Innovation in 2012. The programme involved employing large number of people to pave the road rather than hiring a contractor, which would have meant more machineries and low job creation. Although HIM technique might appear simple enough, in reality it requires a deliberate turn away from the way public works contracting is often done now. There are additional challenges as well where funding can be a big issue and short-term employment could be the norm, but in a context of high employment rate, HIM could be a pragmatic strategy to create jobs and provide on-the-job training to unemployed population. (For more information: <a href="http://www.citiscop.org/story/2014/dakar-paving-streets-many-hands-and-few-machines">www.citiscop.org/story/2014/dakar-paving-streets-many-hands-and-few-machines</a> )
<b>Sierra Leone</b>	Quick Impact Employment Creation Project (QIECP) for Youth through Labour-based Public Works (QIECP) in Sierra Leone.		In response to the post-conflict challenges of social and economic development in Sierra Leone, the Government developed PRS II, or the Agenda for Change (2008-2012), which focused on reducing the high level of unemployment among the youth through investment in employment creation. (For more information: <a href="http://www.ilo.org/addisababa/information-resources/publications/WCMS_303233/lang--en/index.htm">www.ilo.org/addisababa/information-resources/publications/WCMS_303233/lang--en/index.htm</a> )
<b>United States</b>	New York Youth works		Encourages businesses to hire unemployed, disadvantaged youth, ages 16 to 24, who live in New York State. Due to its success in 2012, the legislature and Governor Andrew M. Cuomo in 2014 re-authorized the program, which will conclude on December 31, 2019. Under the 2016 Executive Budget, Governor Cuomo proposed an additional \$30 million to businesses hiring youth located in one of the designated target areas.
<b>Zambia</b>	Build It International - Training into Work Programme	Construction	Build It International is a UK charity working in Zambia. It provides construction training programmes to young women and men. The training takes place over the course of 6-8 months, where trainees learn the skills and also acquire on-the-job training through placements in the charity's community based construction projects. The programme also give special attention to training young women and challenges that female construction workers face in the sector. For example, difficulty in finding jobs, gender pay gap etc. (For more information: <a href="http://www.builditinternational.org">www.builditinternational.org</a> )

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## *Annex 4: List of people interviewed*

### DFID

Country	Name	Position
UK	Moira McKerracher	Youth and Education Department
UK	Kate Wilkinson	Youth Policy; Youth and Education Department
Uganda	Richard Sandall	Private Sector Development Advisor and Youth Champion
Bangladesh	Narissa Haider	Deputy Team Leader/ Private Sector Development Adviser, Growth and Private Sector Development Team
Tanzania	Amanda Duff	Infrastructure Advisor
Kenya	Eunice Dennis Kwena	Senior Programme Officer for Economic Development Private Sector Development Advisor,
Ethiopia	Makda Abebe	Social Development Advisor, Economic Development Team

### ICED Staff

Name	Position/ Areas of expertise	Organisation
Mia Jeannot	Programme Officer	Engineers Against Poverty
Larice Stielow	Infrastructure Economist	PwC
Vidya Naidu	Senior Technical Specialist – Gender and Inclusion	Social Development Direct
Mandkhai Bayarsaikhan	Senior Manager, Infrastructure Development & Climate Change	Adam Smith International
Shreya Pillai	Management Consulting Associate	PwC
Katharina Neureiter	Consultant, Political Economy	Adam Smith International
William Monteith	Researcher, Human Settlements	International Institute for Environment and Development
Ian Curtis	Strategic Leadership Team: FCAS & Infrastructure	ICED Consultants
Nicholas Miles	Strategic Leadership Team: Urban and Economic Development	ICED Consultants



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