



National Youth Service,
Employability, Entrepreneurship
and Sustainable Livelihoods

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Overview of the National Youth Service Landscape in Sub-Saharan Africa

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This paper was compiled by Carrie Bodley-Bond and Karena Cronin on the basis of a landscape study on National Youth Service in Sub-Saharan African countries carried out in 2013 by Carrie Bodley-Bond, Karena Cronin, Mariatu Fonnah, Dr Tinashe Pfigu, Susan Stroud and Marie Trelu-Kane under the guidance of Volunteer and Service Enquiry Southern Africa (VOSESA) and Innovations in Civic Participation (ICP), in partnership with The MasterCard Foundation

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1. Introduction

The ILO estimates that there are nearly 200 million people between the ages of 15 and 24 in Africa and youth account for more than 20 per cent of the population in a majority of African countries (Page 2013). With the youngest population in the world, Africa's youth population is expected to double by 2045 (Page 2013).

Against this backdrop, the crisis of youth unemployment and underemployment on the African continent is extremely distressing. The "labour market challenges in Sub-Saharan African countries are not necessarily specific to youth, but youth tend to be affected disproportionately in an already extremely difficult labour market" (ILO 2012). The marginalisation of youth from both formal and informal economies often results in high levels of poverty which are then difficult to escape. The incidence of poverty is highest among women and youth from rural areas (Soucat et al. 2013).

The reasons for unemployment and underemployment in Sub-Saharan Africa are many. First, the quality of education and vocational skills training in many countries does not equip young people with the appropriate competencies or high enough skill level to be attractive to employers. According to the International Labour Organisation, "in most Sub-Saharan African countries, about two-thirds of all young workers in the labor market—95 million people—lack the basic skills needed to be competitive in the labor force" (Page 2013:2). Secondly, the growth in the youth population is fast outpacing opportunities for decent work in many countries. Thirdly, young people tend to have limited experience and professional networks and less capital in the form of skills, knowledge and savings (ILO 2012). Fourthly, many young people, and young women in particular¹, miss out on or are forced to drop out of primary education. Lastly, all too often vocational and technical training schemes are disconnected from the demands of the labour market (Page 2013).

Given these challenges facing young Africans, what institutions or mechanisms can serve as a support to young people struggling to make the transition to adulthood and to become economically productive? Might National Youth Service (NYS) programmes have the potential to help respond to the pervasive challenge of youth unemployment, especially given the scale of the programmes in many African programmes. Programmes in Ghana, Kenya and South Africa have the capacity to involve tens of thousands of young people in their programmes annually while others including Nigeria have the capacity to involve hundreds of thousands.

The emergence of seven new or re-established programmes in Sub-Saharan Africa in the wake of the 2008 financial crisis signals that NYS may increasingly be viewed by governments as an important piece in any national strategy for addressing youth unemployment.

A recent report released by the Corporation for National and Community Service in the United States provides empirical evidence to support the traditionally anecdotal evidence that volunteering can be

¹ According to UNESCO's 2011 Global Education Digest, Sub-Saharan Africa had a 67 per cent completion rate for primary education, and "nearly one-half of the countries where girls were less likely to complete primary education than boys were in Sub-Saharan Africa" (UNESCO 2011).

a pathway to employment. The results of the study demonstrate a “statistically significant and highly stable association between volunteering and employment” (Spera et al. 2013:23).

While there may be potential to leverage NYS programmes to help mainstream young people into the economy, little information is available on the extent to which NYS programmes in the region are designed and implemented to facilitate youth employability, entrepreneurship and sustainable livelihoods.

Documenting the scale, scope and nature of the National Youth Service programmes in Sub-Saharan Africa is a necessary first step for growing the knowledge base in this area and promoting learning and innovation which can strengthen practice in the region and beyond.

Recognising this, Innovations in Civic Participation (ICP), in partnership with The MasterCard Foundation and Volunteer and Service Enquiry Southern Africa (VOSESA), have undertaken a major study that will for the first time shed light on the prevailing role and potential for NYS programmes in Sub-Saharan Africa to foster youth employability, entrepreneurship and sustainable livelihoods.

2. Aims, scope and methodology

2.1 Aims

This paper aims to provide a descriptive overview of the current NYS landscape in Sub-Saharan Africa and to highlight the growing attention to National Youth Service in the region. The paper also seeks to shed light on the extent to which NYS programmes are intentionally geared towards supporting young people to access employment or self-employment opportunities. To do this, a variety of programme design and implementation aspects are considered such as NYS programme goals and objectives, the scale of programmes, institutional arrangements, access to funding, programme duration, the mandatory versus voluntary nature of programmes, as well as the presence or absence of monitoring and evaluation strategies.

This paper is one of five research papers produced for the study conducted in partnership with The MasterCard Foundation. It represents an initial, mainly descriptive analysis of programmes in the region and provides the basis for a second paper focusing on promising practices among NYS in the region for supporting young people to become economically productive. In addition to these papers, three in-depth case profiles focusing on NYS programmes in Ghana, Kenya and South Africa were produced. All five papers will be shared at a Learning Forum from 25-26 November 2013 in Johannesburg, South Africa involving representatives from government, civil society and the private sector primarily from Sub-Saharan Africa.

2.2 Scope

For the purposes of this paper, National Youth Service is defined as “an organized period of substantial engagement and contribution to the local, national, or world community, recognized and valued by society, with minimal monetary compensation to the participant” (Sherraden 2001:2). Notably, this definition allows for both voluntary and compulsory programmes to constitute National Youth Service

programmes. Service can further be distinguished from informal forms of volunteering, which might include mutual aid and support (Leigh et al. 2011), and other volunteering activities conducted, which may be short term, ad hoc, or infrequent. The key defining feature of service as opposed to volunteering is its highly structured nature through a formalised programme. It is also distinguished from apprenticeships and internships in that it involves a component of contributing to the betterment of society or “doing good” in the community (Lough and Sherraden 2012).

Working from the above definition, the study has identified a total of 18 countries with National Youth Service programmes that are active in the region. The number increases to 20 if the two regional service programmes in Africa are included – the African Union Youth Volunteer Corps and the ECOWAS Volunteers Programme (EVP). Due to limited time and resources available to conduct this research, this paper focusses primarily on 15 of these 20 programmes. The following table provides a list of all 20 programmes which are touched upon in this paper, and highlights the programmes dealt with more in-depth in grey.

Table 1: Study programme scope

Country/Organisation	Name of programme
1. African Union	African Union Youth Volunteer Corps
2. Burkina Faso	National Volunteer Programme of Burkina Faso (<i>Programme National de Volontariat du Burkina Faso</i>) ²
3. Cape Verde	National Programme of Volunteering (PNV) of Cape Verde
4. Cote d'Ivoire	National Civic Service Programme
5. Economic Community of West African States (ECOWAS)	ECOWAS Volunteers Programme (EVP)
6. Ghana	National Service Scheme
7. Kenya	Kenya National Youth Service
8. Lesotho	Lesotho National Youth Volunteer Corps Project (LYVCP)
9. Liberia	National Youth Service Programme (NYSP)
10. Mali	National Center for Promotion of Volunteering (<i>Programme Appui-jeunesse Centre National de Promotion du Volontariat</i>)
11. Namibia	Namibia National Youth Service
12. Nigeria	National Youth Service Corps
13. Rwanda	<i>Urugerero</i>
14. Senegal	Senegalese National Civic Service
15. South Africa	National Youth Service
16. Tanzania	National Youth Service
17. The Gambia	National Youth Service Scheme
18. Togo	Promotion Programme of National Volunteering in Togo (PROVONAT)
19. Zambia	Zambia National Service
20. Zimbabwe	National Youth Service

² Note that the National Civic Service Programme is not covered in this study. This is also explained later in this section.

In addition to the above mentioned programmes, this paper briefly mentions the state of NYS in 13³ countries currently at different stages of developing a National Youth Service Programme or where programmes that previously existed have been discontinued. These country programmes are not covered in-depth in this paper.

Given the definition of service employed for this paper, programmes like the one that exists in Cameroon, which focuses solely on skills development, and is structured more like an internship programme (Sakwe 2012) and is not counted as one of the 20 National Youth Service programmes identified in the region.

Based on initial research, it was determined that, for a variety of reasons, a number of programmes in the region fall outside the scope of this paper. These include the National Volunteering Programme of Senegal, the National Volunteer Programme of Mauritius, the National Civic Service of Burkina Faso, the National Service of Civil Protection in Angola, and the National Service of Eritrea.

Based on the information sourced for this paper, the National Volunteering Programme of Senegal and the National Volunteer Programme of Mauritius do not specifically target youth (Senegal National Volunteering Programme Verification Form 2013, United Nations Development Programme Mauritius 2012). The National Civic Service of Burkina Faso is structured more like an internship or training programme in that the participant young civil servants work in their government positions at a reduced rate at the beginning of their positions (Anon. 2009). The programmes in Angola and Eritrea are more militaristic in scope than the programmes focussed on in this study (United Nations Development Programme 2010, Human Rights Watch 2013). The Seychelles also had what is called a National Youth Service Programme from 1981 to 1999 that was aimed at reducing youth unemployment (National Youth Service (Seychelles) 2013). However, because of the militaristic nature of the programme it too falls outside the scope of the research.

While Mali already has a National Youth Service Programme, there are discussions in Mali around establishing a second National Youth Service Programme (Mali Programme Verification Form 2013). However, this second programme also falls outside the scope of this paper given that the programme will likely require young professionals to work at a reduced rate for the first year of employment, similar to the Burkina Faso National Civic Service mentioned above.

2.3 Methodology

A desk review was conducted drawing mainly on resources available online between January 2013 and November 2013. This included news articles from national newspapers in the countries targeted, academic articles on service, programme websites, press releases and reports from international organisations, including the United Nations Volunteers Programme. The desk review also drew on

³ These countries include: Botswana, Burundi, Chad, Djibouti, the Democratic Republic of Congo, Malawi, Mozambique, Sierra Leone, Niger, Somalia, The Sudan, South Sudan and Uganda.

research conducted by Innovations in Civic Participation prior to this study on National Youth Service programmes in Africa as well as other regions.

Semi-structured interviews were conducted in English and French with representatives from 13 of the 15 country programmes focussed on in this report (see Appendix 1 for the interview guide). In all cases the representatives were also asked to review a programme information sheet (see Appendix 2) to verify information collected through the desk review and to modify information where needed. A list of programmes surveyed can be found in Appendix 3.

3. Findings

3.1 The evolution of National Youth Service in Sub-Saharan Africa: A snapshot

National Youth Service has been a feature of post-liberation society in Sub-Saharan African countries since the 1960s, 1970s and early 1980s. In many cases NYS programmes were used to draw youth who had been involved in armed liberation struggles into the process of building democracies in post-colonial Africa (Perold et al. 2007). NYS programmes thus in many cases had a strong political purpose, such as the promotion of national reconciliation, as well as a developmental purpose. In some countries⁴ youth service programmes were unfortunately instrumentalised by governments to violently target and silence political opponents and critics (Lestimes 2010).

Over the years some NYS programmes have drawn to a close, permanently and temporarily while others have been reinvented to take into account current socio-political and economic trends. A number of new programmes have also emerged, especially within the last eight years. In most cases the drivers underpinning the re-emergence and emergence of new NYS programmes revolves around government concern about the growing youth populations within African countries (referred to as the ‘youth bulge’) and very high levels of youth unemployment. Other programmes have persevered over decades making some design changes over the years in response to fluctuating political, economic and social environments.

The table below provides an overview of NYS country and regional programmes in relation to when the programme was launched, re-launched and/or closed.

Table 2: Overview of programmes in the region

Country	Name of programme	Launch date	Notes
1. Tanzania	National Youth Service	1963/ 2012	Original programme was established in 1963 but closed in 1994 due to a lack of funds (Balile 2012). A new iteration of its programme was launched in 2012.

⁴ Malawi, Zambia, Lesotho, and Zimbabwe, for example.

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Country	Name of programme	Launch date	Notes
2. Zambia	Zambia National Service	1963/ 2005	Originally established a programme in 1963, but closed in the 80s. A new programme was launched in 2005.
3. Kenya	Kenya National Youth Service	1964	
4. Malawi	Malawi Young Pioneers (MYP)	1971/ 2013	Original programme was closed in 1993 due to the politicisation of the group. In 2013 the president announced the re-launch of the programme.
5. Ghana	National Service Scheme	1973	
6. Nigeria	National Youth Service Corps	1973	
7. Botswana	Tirelo Setshaba ⁵	1980	Disbanded in 2000 for economic reasons (Rankopo n.d.)
8. The Gambia	National Youth Service Scheme	1996	
9. Senegal	Senegalese National Civic Service	1997	
10. Namibia	Namibia National Youth Service	1999	
11. Zimbabwe	National Youth Service	2001	
12. South Africa	National Youth Service	2004	
13. Burkina Faso	National Volunteer Programme of Burkina Faso	2005	
14. Liberia ⁶	National Youth Volunteer Service Programme	2007	
15. Cote d'Ivoire	National Civic Service Programme	2007	Innovations in Civic Participation (2010a)
16. Niger	National Volunteer Programme	2007	Disbanded in 2011 due to a lack of funds (Tibiri 2013)
17. Mali	National Center for Promotion of Volunteering	2009	
18. Lesotho	Lesotho National Youth Volunteer Corps Project (LYVCP)	2010	There was a Lesotho Youth Service (LYS) in the 1970s and 1980s that was disbanded (Lestimes 2010, UNV 2010)
19. ECOWAS	Youth Volunteer Programme	2010	

⁵ Tirelo Stshaba, Botswana's National Youth Service Programme, began as a pilot project in 1980. The programme was terminated in 2000 due to financial constraints (Rankopo n.d.). However, in 2011 the government of Botswana engaged UNV about establishing a youth volunteering programme (UNV 2011).

⁶ United Nations Development Programme Liberia

Country	Name of programme	Launch date	Notes
20. Togo	Promotion Programme of National Volunteering in Togo (PROVONAT)	2011	UNV (n.d)
21. AU	The African Youth Volunteer Corps	2011	
22. Cape Verde	National Programme of Volunteering (PNV) of Cape Verde	2012	<i>Ministerio de Juventude, Emprego e Desenvolvimeto dos Recursos Humanos (2013)</i>
23. Rwanda	<i>Urugerero</i>	2013	Rwembeho and Mbonyinshuti (2013), Anon (2013c)

3.2 Longest standing programmes in the region

The National Youth Service programmes in Kenya, Nigeria and Ghana are the longest standing in the region, having been in existence for a cumulative total of 129 years (Kenya – 49, Nigeria – 40 and Ghana – 40).

The Kenya National Youth Service Programme was established in 1964. The programme has vacillated between being a compulsory and voluntary programme over the course of its nearly fifty-year existence. Earlier this year, Kenya’s Senate passed a law that will make service mandatory beginning in 2014 for all secondary school leavers. The shift is attributed to the low rates of participants and the need for vocational training in the job market. The NYS Programme has been playing an important role in providing this in-depth training and compulsory service will help fill this need (Boniface 2013).

The National Youth Service Corps (NYSC) in Nigeria and the National Service Scheme (NSS) in Ghana were both established in 1973. The NYSC in Nigeria originally had a strong focus on promoting social cohesion across ethnic and racial divides as well as filling critical development needs with the skills of university graduates (Innovations in Civic Participation 2010d). However, today one of its key objectives is to “encourage youth to develop skills for self-employment” (Innovations in Civic Participation 2010d, Nigeria Programme Verification Form 2013). The Ghana NSS has been concerned with national and youth development since its inception, “the goal of the programme is to have educated Ghanaians contribute to the country’s social needs while providing them with hands-on training in the sectors most pressing to their country’s development” (Innovations in Civic Participation 2010b).

3.3 Growing attention to NYS in Sub-Saharan Africa: 1996-2004

Beginning in 1996 with the emergence of the National Service Scheme in The Gambia, there has been a steady increase in the number of NYS programmes on the African landscape.

One year after The Gambia launched its programme to help youth develop into morally strong, development-oriented adults with relevant employment and entrepreneurial skills, Senegal began a national Civic Service with similar aims. In 1999 Namibia followed suit.

In the first half of the new decade programmes were launched by Zimbabwe and South Africa. Zimbabwe's programme commenced in 2001 with the aim to help youth transition into civic and professional life, specifically through the development of entrepreneurial skills. In 2004, South Africa launched a programme to counter the legacy of apartheid that denied many young people an adequate education and excluded them from the mainstream economy.

3.4 New, re-envisioned and emerging programmes in the region: 2005-2013

Since 2005 at least one new programme has been launched each year in the region with the exception of 2006 and 2008.

In 2005 Burkina Faso launched its National Volunteer Programme in order to improve youth's employability (Burkina Faso Programme Verification Form 2013).

Having disbanded its earlier programme, the Zambian government re-established a voluntary NYS Programme in 2005 to engage school leavers who could not be accommodated by higher education institutions. The programme also aims to respond to the increase in youth living in the street (Zambia Programme Verification Form 2013). The programme was further modified in 2012 to focus on skills development (Anon. 2012c).

In 2007 Liberia established the National Youth Volunteer Service Programme to enable young people to contribute to the country's national development (United Nations Development Programme Liberia n.d.) following more than ten years of debilitating civil war. That same year, Cote d'Ivoire started a NYS Programme to help former rebels and fighters train for jobs. Also in 2007, Niger launched a National Volunteer Programme to help reduce poverty and develop human resources. The programme was brought to a close in 2011 due to a lack of funding. Niger is currently considering establishing a national volunteer centre (Tibiri 2013).

In 2009 Mali established a National Center for Promotion of Volunteering to "promote and valorize youth volunteering and civic values ... and improve the employability of the youth" (Mali Programme Verification Form 2013).

Lesotho launched a newly envisioned National Youth Volunteer Corps Project (LYVCP) in 2010, following the closure of the Lesotho Youth Service (LYS) which terrorised government critics in the 1970s and 1980s. The newly instituted programme has been established to mobilise young professionals to support the government's development aims (UN Volunteers 2010).

In 2011 Togo launched the Promotion Programme of National Volunteering in Togo (PROVONAT) to promote civic engagement and contribute to the employability of the young (Anon 2013a, UN Volontaires n.d.).

The National Programme of Volunteering (PNV) of Cape Verde was launched in 2012 and aims to "contribute to the inclusion of communities, specifically those most vulnerable, women and the

youngster, in the process of socio-economic development of the country” (Ministerio de Juventude Emprego e Desenvolvimeto dos Recursos Humanos 2013).

Tanzania launched a new iteration of national service in the summer of 2012 for secondary school leavers as a tool for building social cohesion (Balile 2012). The country’s earlier programme, established in 1963 was disbanded in 1994 due to lack of funding.

In 2013, Rwanda established a new programme called *Urugerero*, which is meant to instil a sense of patriotism and self-reliance amongst its participants and is aptly named after an ancient practice of men leaving their families to “heed the calling of the state” (Anon 2013d, Nsanzimana 2013).

In addition to the new programmes outlined above, ten countries across the continent are developing or are about to implement NYS programmes. Burundi is set to launch a National Volunteer Programme, designed to address the youth unemployment crisis in the country later this year (2013) with the support of UNDP/UNV (Galtieri 2013).

In 2010, Mozambique began collaborating with UNV to set up a National Volunteer Programme in order to reduce poverty and strengthen civil society (United Nations Development Programme Mozambique n.d.).

In 2012, the Government of Sierra Leone announced that it was collaborating with UNV to design a NYS Programme. Dr. Ernest Bai Koroma, President of Sierra Leone, reconfirmed his government’s commitment to NYS as a strategy for youth employment earlier this year. (Restless Development 2012, Anon 2013f).

In August 2012, the Minister of Culture, Youths and Sports of South Sudan announced the development of a NYS Programme to address the rampant youth unemployment problem affecting the young country (Wudu 2012). The one-year compulsory programme would target at least 10 000 high school graduates from across the country and focus on skills development and nation-building. The programme will be implemented in partnership with the Ministry of Defence (Anon 2012b).

In 2013, the government of the Sudan ratified a bill for National Youth Service for the year 2013 (Anon 2013b) and, after having sent a study team to Ghana (Ghana National Service Scheme 2011) the government of Uganda announced that it is aiming to develop a National Youth Service Scheme (Nambi 2013).

Malawi announced the re-establishment of its National Youth Service Programme also in 2013. The Malawi Young Pioneers (MYP) was started in 1971 and brought to a close in 1993 due to co-option of the programme as a private army by then dictator Kamuzu Hastings Banda (Iestimes 2010). When announcing the re-launch of the programme on 2 November 2013, President Joyce Banda stated that she hoped the programme would “galvanize meaningful youth participation in Malawi’s socio-economic transition” (Anon 2013e).

The Government of Chad has also engaged UNV in discussions about establishing a programme (Galtieri 2013). The Democratic Republic of Congo is conducting a feasibility study in collaboration with UNV to establish a programme (UNV 2013).

In Somalia, youth from Somaliland, Puntland and South Central Somalia called for the establishment of a National Youth Service Programme to “engender community participation and skills development for entry into the labour market” (UNDP Somalia n.d.).

Furthermore, in 2012 the Prime Minister of Djibouti, Deleita Mohamad Dileita, appealed to participants at a multi-stakeholder consultation on the ADB’s Human Capital Development Strategy attended by participants from the seven IGAD member states (Djibouti, Ethiopia, Kenya, Somalia, South Sudan and Uganda) to work toward revising National Youth Service schemes to “instil a sense of purpose in life and patriotism amongst the youth” (Anon 2012a).

3.5 Regional voluntary service schemes in Africa: A new development

Accenting the emergence of programmes at the national level is the embrace by political and economic regional blocs in Africa of youth service as a tool for youth development, but also for achieving development, peace and regional integration objectives on the continent. This is evidenced by the establishment of the Economic Commission of West Africa States (ECOWAS) Youth Volunteer Programme in 2010. Following this, the African Union launched the African Youth Volunteer Corps in 2011.

Discussions are currently underway about the establishment of an East Africa Youth Peace Corps, building on the 2012 African Conference on Volunteer Action for Peace and Development where Prime Minister Raila Odinga and other political and private sector luminaries endorsed the idea of establishing a regional youth voluntary service body (Africa Conference on Volunteer Action for Peace and Development (ACVAPD) 2012).

In sum, out of the 49 countries that constitute the region of Sub-Saharan Africa 18 currently have active NYS programmes, and 20 programmes if the two regional initiatives are included. Further to this a total of 13 countries have either implemented programmes that have since been disbanded⁷, are discussing the (re)-implementation of a programme⁸ or are set to launch a programme⁹.

3.6 NYS programme goals and the focus on youth employability

Over the years, National Youth Service programmes have been designed and introduced taking into account the particular socio-political and economic realities at the country level. However, a common thread amongst the 15 active programmes considered by this study is a commitment to helping young people enhance their employability and access economic opportunities. This is reflected in their stated goals and objectives.

⁷ Niger.

⁸ Botswana, Chad, the Democratic Republic of Congo, Djibouti, Mozambique, Sierra Leone, Somalia, The Sudan, South Sudan and Uganda.

⁹ Burundi and Malawi.

As the below table shows, nearly all of the 15 (14 out of 15) programmes surveyed have at least one goal or objective geared towards youth employment. Eight of the programmes have a goal or objectives focussed on youth development more generally.

Table 3: NYS programme goals¹⁰

NYS programme goals				
Country	Nation-building	Youth development	Peace and/or development	Employment
1. Burkina Faso				X
2. Cape Verde ¹¹		X	X	X
3. Cote d'Ivoire ¹²	X	X		X
4. Ghana	X		X	X
5. Kenya	X		X	X
6. Lesotho ¹³				X
7. Liberia ¹⁴		X	X	
8. Mali	X		X	X
9. Namibia		X	X	X
10. Nigeria	X			X
11. Senegal	X		X	X
12. South Africa	X	X	X	X
13. The Gambia		X	X	X
14. Zambia		X		X
15. Zimbabwe	X	X	X	X
Totals	8	8	10	14

Some countries such as Namibia, Senegal, South Africa, Mali, Cape Verde, Ghana, Kenya and Lesotho focus entirely on improving youth employability while others including Nigeria and Zimbabwe are more concerned with building skills and knowledge for self-employment. One of the objectives of the Nigerian programme is to “encourage youth to develop skills for self-employment”. In countries such as Zambia, the Gambia and Burkina Faso the emphasis is on both employability and entrepreneurship. For example Burkina Faso seeks to “support [young educated people] ... to find a job or launch a business” (Burkina Faso Programme Verification Form 2013). In Zambia, the goal of the programme is to “equip youth with various skills for employment and entrepreneurship” (Zambia Programme Verification Form 2013).

This heavy emphasis on employability underscores the potential for NYS to assist young people to develop their capabilities as well as other forms of capital (e.g. social and financial).

¹⁰ Information in the table obtained from country programme verification forms unless otherwise noted.

¹¹ Ministerio de Juventude, Emprego e Desenvolvemento dos Recursos Humanos (2013)

¹² Innovations in Civic Participation (2010a)

¹³ UN Volunteers (2010)

¹⁴ Innovations in Civic Participation (2010c)

3.7 Understanding the scale of NYS in Sub-Saharan Africa

Reporting on the number of participants in the 15 active NYS programmes considered by this study was inconsistent and difficult to verify. As a result, it was difficult to discern the total number of participants engaged in national youth service annually. This is further complicated by the fact that many programmes fall outside the purview of our research.¹⁵

Data on the number of participants for the past year (2013) was only available from eight out of the fifteen programmes surveyed and for the past two years (2012-2013) in six out of fifteen. Data from Burkina Faso estimate that the programme has engaged approximately 4 000 participants since its founding in 2008 while data from Nigeria and Liberia estimate the average number of participants during any year is 150 000 and 114 respectively.

From the table we can see that the number of participants per year ranges from as low as 26 in Mali to as high as 150 000 in Nigeria. Ghana engages the second highest number of participants per year, with 80 000 in 2013 and South Africa is third.

Table 4: Participation rates¹⁶

Country	Participants (2013)	Participants (2012)	Other
1. Burkina Faso	No data	No data	4 000 participants since 2008
2. Cape Verde	No data	No data	No data
3. Cote d'Ivoire	No data	No data	No data
4. Ghana	80 000	No data	No data
5. Kenya	5,000	5 000	No data
6. Lesotho	No data	No data	No data
7. Liberia	No data	No data	Average of 114 participants per year between the years 2008 and 2010 ¹⁷
8. Mali	26	100 ¹⁸	
9. Namibia	500	640	No data
10. Nigeria	No data	No data	150 000 on average per year
11. Senegal	256	206	No data
12. South Africa	17 220 ¹⁹	54 785 ²⁰	No data
13. The Gambia	200	200	No data
14. Zambia	No data	No data	No data
15. Zimbabwe	10 000	10 000	No data

¹⁵ For example in South Africa we have underestimated the number of participants given that our study focused on the National Youth Development Agency's National Youth Service Programme while there are other youth service programmes in the country whose participants are not reflected in the study.

¹⁶ Information in the table was obtained through country programme verification forms unless otherwise noted.

¹⁷ Innovations in Civic Participation (2010c).

¹⁸ In 2013, Mali had difficulty acquiring financial resources to support the participants given the current crisis.

¹⁹ Figure includes the number of youth enrolled in NYS NYDA projects for 2012/2013.

²⁰ Figure includes the number of youth serving in both NYDA-funded and NYS Unit-registered projects for 2011/2012.

Very little data was available on the breakdown between male and female participants at the country level. As a result it was not possible to approximate annual participation rates according to gender. The lack of data is worrisome given that women and girls are disproportionately affected by unemployment and underemployment and thus constitute a key target group for NYS programmes in the region.

3.8 Institutional arrangement of National Youth Service programmes

Out of the fifteen countries studied in-depth the majority are either governed by the relevant youth ministry in their country (a total of eight countries) or the Office of the President (a total of five countries). Taking a slightly different approach the Cote d’Ivoire Programme is governed by the Prime Minister and the Programme in Zambia is run out of the Ministry of Defence, although in close collaboration with the Ministry of Youth and Sport.

Table 5: Governing bodies²¹

Country	Governing body	Comments/notes
1. Burkina Faso	The Ministry of Youth, Professional Training and Employment	
2. Cape Verde	Ministry of Youth, Employment and Human Resources Development	
3. Cote d’Ivoire	Prime Minister	
4. Ghana	The Office of the President	Overseen by the Ministry of Education
5. Kenya	The Office of the President	
6. Lesotho	Ministry of Gender and Youth, Sports and Recreation	
7. Liberia	The Ministry of Youth and Sports	
8. Mali	Youth Ministry	
9. Namibia	The Office of the President	
10. Nigeria	Ministry of Youth Development	
11. Senegal	Ministry of Youth, Sports and Leisure	
12. South Africa	The Office of the President	
13. The Gambia	The Office of the President	
14. Zambia	Ministry of Youth and Sport	
15. Zimbabwe	Department of Youth Development	

3.9 Access to funding

The primary sources of funding for NYS programmes in the region are national government coffers, inter-governmental agencies and bi-lateral funding sources. The overall operating costs for programmes across the eight programmes for which we have data amount to approximately

²¹ Information in the table was obtained through country programme verification forms unless otherwise noted.

US\$ 240 610 118. This ranges from US\$ 300 000 to US\$79 million per programme annually. The Ghana NSS has the largest annual budget ranging from US\$ 113-115 million. At approximately US\$80 million a year Kenya has the second largest operating budget in the region and Nigeria, with an annual budget of roughly US\$32 million has the third largest. While it is not surprising that Ghana and Nigeria have two of the largest budgets in the region given their size, the size of Kenya’s budget is somewhat surprising considering the programme engages significantly less participants per annum than either of the other two countries.

Out of the 13 countries where we have data only Zambia cited the government as its sole source of income. The remaining countries employ a variety of strategies to diversify their funding stream.

Some countries like Zimbabwe and Senegal rely on the participants and their families to contribute to the cost of the programme. For example the majority of participants in Senegal are placed in areas where they have family who can support them during their service. In Zimbabwe youth, parents or guardians, as well as corporate entities, are required to cover the incidental costs for some of the projects.

Zimbabwe is not the only country to draw on private resources. Nigeria and the Gambia have both partnered with financial institutions to support aspects of their programming. Nigeria has been collaborating with the national bank since the 2007/2008 service year to fund a small grants competition for participants that aims to promote entrepreneurship (Toju 2012, Nigeria Programme Verification Form 2013). The Gambia has partnered with financial institutions including the Social Development Fund, GAMJOBS, and the Arab Gambian Islamic Bank to provide financial support for corps members interested in starting a business (Ceesay 2010, The Gambia Programme Verification Form 2013).

South Africa and Ghana also draw on the private sector (South Africa Programme Verification Form 2013, Ghana Programme Verification Form 2013). In addition to public and private sector support, Ghana has a number of income-generating projects that range from catering to borehole drilling to bottling water to the sale of agricultural products from NSS-operated farms (Ghana Programme Verification Form 2013). Similarly, Namibia sells its programme’s agricultural products for income. The programme in Kenya undertakes a number of income generating projects as well, including agriculture and public works projects. Additionally, Kenya receives bi-lateral funding from the governments of Japan, Germany and China.

Table 6: Annual operating budget²²

Country	Operating budget (annual)	Primary funders
1. Burkina Faso ²³	US\$ 3 000 000	Government of Burkina Faso, UNDP
2. Cape Verde	No data	No data
3. Cote d’Ivoire	No data	No data

²² Information in this table was obtained through country programme verification forms unless otherwise noted.

²³ Figure provided in US\$.

Country	Operating budget (annual)	Primary funders
4. Ghana	US\$ 113 541 666.67-US\$ 115 195 155.67 ²⁴	The Government of Ghana, VSO, various private institutions
5. Kenya ²⁵	US\$ 79 585 867	Exchequer, various commercial ventures undertaken by the NYS, governments of Japan, Germany and China
6. Lesotho	No data	USAID, GOL, UNV, UNDP, TRAC and bi-lateral donors including the Irish Government
7. Liberia	No data	The Government of Liberia, UNDP
8. Mali ²⁶	US\$ 610 000	Government of Mali, international NGOs
9. Namibia	No data	National appropriation by Parliament, but NYS is empowered to seek sources of revenue from donors, public and private, and by generating its own revenue from the sales of its own products
10. Nigeria	US\$ 31 454 200 ²⁷	The Government of Nigeria
11. Senegal	US\$ 964 000	The Government of Senegal
12. South Africa	No data	NYDA
13. The Gambia ²⁸	US\$ 118 095	The Government of the Gambia
14. Zambia	US\$ 9 382 800 ²⁹	The Government of Zambia
15. Zimbabwe	US\$ 300 000 ³⁰	Government Treasury (Ministry of Finance), UNV, UNDP
Total	US\$ 239 047 629-US\$ 240 610 118	

3.10 Target participants: Age, education, geographic location, socio-economic status and gender

Out of the 15 countries surveyed in this study and where data was available, the majority of countries target youth beginning at 18 years of age. The three exceptions to this are Namibia, which accepts youth as young as 16 and the Gambia and Zambia which accept youth at 17 years of age.

Most countries surveyed have an upper age limit ranging from 30 (Mali, Nigeria, the Gambia and Zambia) to 35 (Cote d'Ivoire, Namibia, Senegal, South Africa and Zimbabwe). Deviating from this,

²⁴ 18 million Cedi (US\$9 375 000) per month in personnel stipends and 2-5 million Cedi (US\$1 041 666.67-2 604 166.67) per year in administrative costs. Exchange calculated using April/May exchange rate.

²⁵ Figure provided by programme representative in USD

²⁶ Figure provided by programme representative in US\$.

²⁷ Figure calculated using exchange rate for 27 June 2013.

²⁸ Figure calculated using exchange rate for 9 April 2013.

²⁹ Figure calculated using exchange rate for 8 May 2013.

³⁰ Figure provided by programme representative in US\$.

Burkina Faso does not specify an upper age limit while Kenya does not accept participants older than 22 years. The programme in Cape Verde is open to citizens of all ages; however they specifically target youth and women for participation.

Most countries surveyed have set university graduation as benchmark, including Ghana, Lesotho, Liberia and Nigeria. Kenya on the other hand targets high school graduates. Namibia requires formal school certification for particular programmes such as technical trades.

While neither Senegal nor Burkina Faso set academic benchmarks, both countries have noticed trends in their participants' education levels. In Burkina Faso a vast majority have at least two years of post-secondary education (Burkina Faso Programme Verification Form 2013). In Senegal, the programme historically involved young high school graduates, but increasingly university graduates and those with masters degrees are showing interest in participating (Senegal Programme Verification Form 2013).

Some countries surveyed seek to have a geographic spread in the youth recruited and employ quotas as a strategy to ensure diverse geographical representation. For example in the Gambia, recruitment quotas are spread equally across each of the six geographic regions of the country. This gives equal opportunities for the selection of youth across all ethnic groups in all the geographic boundaries.

Four out of the fifteen NYS institutions surveyed indicated that they target young people from vulnerable socio-economic backgrounds. Given unemployment and poverty in Zambia, many young people cannot afford to pay for to attend schools, vocational training centres, or even higher education institutions. They see the NYS as an opportunity to get training in a skill or subject that in most cases they are interested in. The increased demand from 'poor youth' has strongly influenced the design of the programme (Zambia Respondent 2013). The Kenya Programme seeks to include orphans as well as young people from "destitute backgrounds" (Kenya Programme Verification Form 2013). Out-of-school youth and youth in conflict with the law are targeted through South Africa's National Youth Service Programme while Burkino Faso targets youth from under-served regions (Burkina Faso Programme Verification Form 2013).

Only three out of the fifteen countries surveyed had disaggregated data on participation by gender, which includes Ghana, Mali and Zambia. Each of these countries enrolled more male participants than women annually, with Ghana and Zimbabwe enrolling nearly twice as many males as females. Mali, on the other hand, has more equitable participation rates of young men and women.

Table 6: NYS target participants³¹

Country	Age range	Academic benchmark	Socio-economic status	Gender	Notes/comments
Burkina Faso	18+	None	Under-served regions	No data	Most (80%) participants have at least two years of post-secondary education

³¹ Information in the table obtained from country programme verification forms unless otherwise noted.

Overview of the National Youth Service Landscape in Sub-Saharan Africa

Country	Age range	Academic benchmark	Socio-economic status	Gender	Notes/comments
Cape Verde ³²	No set	No data		No data	Focus on women
Cote d'Ivoire ³³	18-35			No data	
Ghana	18+	University graduates		31% female, 69% male	
Kenya	18-22	High school graduation	Disadvantaged youth (e.g. orphans)	No data	
Lesotho ³⁴	No data	University graduates and third-level technical training graduates		No data	
Liberia	No data	University graduates		No data	
Mali	18-30	No data		44% female, 56% male	
Namibia	16-35	Certain programmes require educational achievement (e.g. technical trades)		No data	
Nigeria	Below 30	University and Poltech graduates		No data	
Senegal	18-35	None		No data	Although there is no education requirement, demand comes mostly from young high school graduates and increasingly university graduates, including those with masters degrees
South Africa	Below 35	None	Out of school, unemployed and youth in conflict with the law	No data	

³² Ministerio de Juventude, Empleo e Desenvolvimeto dos Recursos Humanos (2013)

³³ Innovations in Civic Participation (2010a)

³⁴ United Nations Development Programme Lesotho (2011)

Country	Age range	Academic benchmark	Socio-economic status	Gender	Notes/comments
The Gambia	17-30	No data		No data	They have quotas for each of the six geographic regions.
Zambia	17-30		Out-of-school youth	36% female, 64% male	
Zimbabwe	18-35			No data	

3.11 Programme duration

All the programmes surveyed in this study run for a set duration (period of times). Most programmes run for up to 24 months (two years), with a majority lasting between 12-18 months. Zambia’s programme is flexible, as most of the projects are designed for one year. But they also have some programmes that are designed to last from 1-2 years although ultimately the programme duration depends on what the young Zambians choose to be trained in (Zambia Study 2013). The Nigerian Programme is designed for 12 months, with 3 weeks set aside for orientation and 11 months of working with relevant organisations.

Table 7: NYS programme duration³⁵

Country	Programme duration	Notes/comments
1. Burkina Faso	6 months to 1 year	
2. Cape Verde	Unknown	
3. Cote d’Ivoire ³⁶	9 months	
4. Ghana	1 year	
5. Kenya	Up to 2 years	
6. Lesotho ³⁷	1 year	
7. Liberia ³⁸	1 year	
8. Mali	3 months to 2 years	
9. Namibia	2 years and 6 months	
10. Nigeria	1 year	
11. Senegal	2 years	
12. South Africa	0 to 1 year	The programme in South Africa ranges from ad-hoc volunteering opportunities (0 months) to one year
13. The Gambia	2 years	
14. Zambia	1 to 2 years	
15. Zimbabwe	1 year	

³⁵ Information in the table obtained from country programme verification forms unless otherwise noted.

³⁶ Innovations in Civic Participation (2010a)

³⁷ Innovations in Civic Participation (2010d)

³⁸ Innovations in Civic Participation (2010a)

3.12 Mandatory and voluntary programmes

Out of the fifteen programmes surveyed, all but two, Ghana and Nigeria, are voluntary at present. In Nigeria, the programmes are mandatory to the extent that the certificate of national service is a pre-requisite for employment. With a history of civil war and religious tensions, the Nigeria Programme is also seen as a strategy to mobilise young people to appreciate diversity whilst contributing to community development across the country (Nigeria Interview 2013).

Ghana's compulsory programme exclusively targets graduates from tertiary institutions to serve for one year (Ghana Case Profile 2013).

In Kenya, the service programme is currently run on a voluntary basis, but it will become mandatory in January 2014.

Table 8: Mandatory versus voluntary programmes³⁹

Country	Mandatory or voluntary	Comments/notes
1. Burkina Faso	Voluntary	
2. Cape Verde ⁴⁰	Voluntary	
3. Cote d'Ivoire ⁴¹	Voluntary	
4. Ghana	Mandatory	
5. Kenya	Voluntary	Will be mandatory beginning January 2014
6. Lesotho ⁴²	Voluntary	
7. Liberia ⁴³	Voluntary	
8. Mali	Voluntary	
9. Namibia	Voluntary	
10. Nigeria	Mandatory	
11. Senegal	Voluntary	
12. South Africa	Voluntary	
13. The Gambia	Voluntary	
14. Zambia	Voluntary	
15. Zimbabwe	Voluntary	

3.13 Monitoring and evaluation

The research shows that there is limited monitoring and evaluation or a lack of monitoring and evaluation among the NYS programmes surveyed in the study. Liberia, Kenya and Zambia reported an absence of monitoring and evaluation of their country programmes. In Burkina Faso, Namibia, South Africa, the Gambia, Ghana, Mali and Zimbabwe, respondents indicated that some level of monitoring and evaluation was taking place. Almost all countries stressed, however, the need to develop and/or

³⁹ Information in the table obtained from country programme verification forms unless otherwise noted.

⁴⁰ Ministerio de Juventude, Empleo e Desenvolvemento dos Recursos Humanos (2013)

⁴¹ Innovations in Civic Participation (2010a)

⁴² Innovations in Civic Participation (2010d)

⁴³ Innovations in Civic Participation (2010c)

strengthen monitoring and evaluation so that programme effectiveness and impact can be determined.

Nigeria and Senegal did not provide data about monitoring and evaluation and there was also no data available for Cape Verde, Cote d'Ivoire or Lesotho. The table below provides further detail:

Table 9: NYS monitoring and evaluation⁴⁴

Country	Monitoring and evaluation	Comments/notes
Burkina Faso	Yes	The programme looked at participant and host organisation experience in 2011.
Cape Verde	Unknown	
Cote d'Ivoire	Unknown	
Ghana	Yes	There is a Policy, Planning, Monitoring and Evaluation Department at the NSS. However, existing systems are underdeveloped and quite limited. Existing mechanisms include an end-of-service evaluation form for host organisations and personnel to collect feedback from these parties. There is no formal, wide-scale or periodic evaluation of the scheme at this stage.
Kenya	No	
Lesotho	Unknown	
Liberia	No	There is a need for strict monitoring and evaluation systems so that there are records to learn from.
Mali	Yes	The programme conducted an evaluation in 2012, the results of which indicate the impact of the volunteers was successful as suspected.
Namibia	Yes	The Namibia Training Authority conducts an annual evaluation. No outcomes were disclosed.
Nigeria	Unknown	
Senegal	Unknown	
South Africa	Yes	The programme conducts programme specific evaluations of projects funded by the NYDA (e.g. YouthBuild). An impact evaluation of the programme was undertaken recently at the request of the Public Service Commission of South Africa, but the report has yet to be released.
The Gambia	Yes	The programme conducted an assessment and tracer study in 2009 to understand the situation of graduates. According to the results 64% of NYSS graduates were gainfully employed while 36% were unemployed. Furthermore, the study indicated that 2 000 participants had acquired marketable skills. An assessment was also conducted in 2001 which recommended the establishment of a business enterprise department in order to provide business advisory services upon enhancing employment opportunities of grads through the provision of start-up capital.

⁴⁴ Information in the table obtained from country programme verification forms unless otherwise noted.

Country	Monitoring and evaluation	Comments/notes
Zambia	No	
Zimbabwe	Yes	Assessments are said to be conducted monthly, quarterly and annually. Evaluation covers the impact of the training on the youth, the impact of intervention projects on the communities, and impact of activities on the national economy. The outcomes of these evaluation reports at the time of research were not provided.

4. A brief descriptions of 15 NYS programmes in Sub-Saharan Africa

Despite the significant diversity of NYS programmes throughout the Sub-Saharan region, the pervasiveness and scope of the programmes suggest that in the aggregate these programmes are among the most important institutions to engage young people across the region. Given the high levels of concern amongst governments about high levels of youth unemployment, NYS programmes have significant potential to help prepare young people for both their civic and economic roles in their countries. This paper is the first attempt to understand the landscape of NYS in the Sub-Saharan region and to make a contribution to the discussion about that potential.

4.1 Burkina Faso

The National Youth Service programme in Burkina Faso is the *Programme National de Volontariat du Burkina Faso* (PNVB, National Volunteer Programme of Burkina Faso). While the programme was launched in 2005 through a collaborative effort between UNV/UNDP and the Youth Minister, the first volunteers started only in 2008.

PNVB was established by Law 031-2007/AN, which created a legal and regulatory framework for volunteer work in Burkina Faso and led to the institutionalisation of a national volunteer programme. The law was adopted by the National Assembly on 29 November 2007.

PNVB aims to develop Burkina Faso’s human resources, fight poverty, support good governance, and maximise young people’s civic participation in society. To achieve these aims, the programme focuses on improving young people’s employability through the provision of training and an opportunity to gain professional experience and training. It is hoped that by providing this support, young people will be better placed to secure a job or launch an entrepreneurial venture (Burkina Faso Programme Verification Form 2013). PNVB is a voluntary programme.

PNVB engages participants aged 18 years or older from all 13 regions in Burkina Faso and draws a large number of its participants from regions with underserved populations. Participants are often young university graduates with few employment prospects, although there is no minimum educational requirement to participate in the programme. Roughly 80 per cent of participants have at least two years of schooling past the high-school level; the other 20 per cent have technical qualifications. Volunteers are recruited from Regional Volunteering Centres (non-profit organisations).

Participants serve for six months to one year and are expected to volunteer 40 hours per week. Participants have the opportunity to engage in a range of development fields including health,

education, economic development, decentralisation and the environment. Volunteer activities might include anything from teaching in elementary and secondary schools, to assisting with patients in public hospitals and health centres, and working with municipalities to support decentralisation.

To date, the programme has reached roughly 20 000 young people. The recruitment target for 2012 was 10 000 youth and 5 000 youth for 2013, although neither of these targets was reached.

The Ministry of Youth, Professional Training and Employment is in charge of PNVB. There is also a Board comprised of governmental representatives (51 per cent) and civil society representatives (49 per cent). The current Board President is a representative of the Employment Ministry.

At the end of service all participants receive job search training and those who are interested in starting their own economic activity are trained in project management. Moreover, former graduates are given priority by the National Fund for Youth Initiative. The fund provides training and loans for young people up to 35 years old to help them launch their own business. Amounts vary from 200 000 FCFA to 2 million FCFA (US\$ 400 to US\$ 4 031) with an interest rate of 2 per cent for handicapped youth, 3.5 per cent for girls and 4 per cent for boys (Agence Nationale pour l'Emploi (ANPE) 2009, Burkina Faso Programme Verification Form 2013).

4.2 Cape Verde

The National Youth Service Programme in Cape Verde is the National Volunteering Programme of Cape Verde (*Programa Nacional de Voluntariado (PNV) de Cabo Verde*). PNV was established in 2012 with the help of Law n. 42/2010 that establishes the legal framework of volunteering (27 September 2010), Law n. 7/2011 that regulates the aforementioned directive (7 March 2011), Law n. 25/2012 that creates the *Corpo Nacional de Voluntários (CNV) de Cabo Verde* – National Volunteer Body of Cape Verde (31 August 2012), and *Portaria* n. 26/2013 which regulates the Volunteer Passport (17 April 2013).

PNV aims to contribute to the inclusion of vulnerable communities, women and youngsters in the process of national socio-economic development. Further to this, the programme seeks to invest in the promotion, development and quality improvement of Cape Verdean citizens through volunteering activities. PNV is a voluntary programme.

PNV engages participants from a range of ages depending on the projects being implemented. Participants are involved in a variety of online and offline advocacy initiatives aimed at promoting volunteering such as capacity building of volunteer organisations, raising awareness about volunteer recognition, and the dissemination of good practices in the field.

The Ministry of Youth and UNV are in charge of the programme. Additionally, the PNV partners with multiple agencies to implement and support their various projects (Ministerio de Juventude, Emprego e Desenvolvimento dos Recursos Humanos 2013).

4.3 Cote d'Ivoire

The National Youth Service Programme in Cote d'Ivoire is the National Civic Service Programme (PSCN). The programme was launched in 2007. The programme was established by the Law of Decree No. 2007-644 on 20 December 2007.

The four main objectives of PSCN are to: (1) reduce youth unemployment, (2) educate young people in civic and citizenship, (3) promote the activities of high intensity labour, and (4) train youth with activities that could generate income.

PSCN is a voluntary programme. PSCN targets young people in Cote d'Ivoire aged between 18 and 35 years old who are medically and physically fit.

Participants serve for nine months and the programme is divided into two phases. The first phase is geared toward civic education and citizenship and lasts for three months. The second phase is focussed on technical and vocation training and provides participants with the opportunity to be trained in fields such as agro-pastoral, handicrafts, building and public works, and new information technologies and communication.

To date, the programme has reached and benefitted approximately 46 000 youth (Innovations in Civic Participation 2010a).

4.4 The Gambia

The National Youth Service Programme in the Gambia is the National Youth Service Scheme (NYSS), established in 1996 (The Gambia Programme Verification Form 2013).

NYSS is guided by the National Youth Service Scheme Act of 1999, which outlines four principles to guide the NYSS towards achieving its aims. They are as follows: (1) inculcating discipline in Gambian youth by instilling a tradition of industry at work, patriotic and loyal service to the Gambia, (2) boosting morale of youth by giving them opportunities to learn about high ideals of national achievement, social and cultural improvement, (3) developing positive attitudes in youth through shared experience and suitable training thereby making them more responsible to national interest, and (4) providing youth with marketable skills so they may secure employment in informal and formal sectors.

NYSS aims to provide youth with the requisite skills for self-employment and employment as well as to develop morally strong, development-oriented young people with disciplined minds (The Gambia Programme Verification Form 2013).

NYSS is a voluntary programme and provides youth with the opportunity to work in an area of their choice. The programme engages participants aged 17 to 30 who are mentally fit, of good character, and have no criminal record. There are quotas for each of the six regions of the Gambia (The Gambia Programme Verification Form 2013).

The two-year service scheme is comprised of a six-week paramilitary training course followed by 22 months of skills training and community service. Participants are able to choose the field in which they receive skills training and serve. Fields include: livestock, auto mechanics, carpentry, computer/PC repairs and maintenance, electrical engineering, entrepreneurship, rice production, hair dressing, maritime and small-scale fishing, masonry, painting and decorating, plumbing, refrigeration and air-conditioning, tailoring, and welding and fabrication. The year of service concludes with a reflection session (The Gambia Programme Verification Form 2013).

The NYSS aimed to recruit 200 participants in both 2013 and 2012 and successfully reached these targets (The Gambia Programme Verification Form 2013).

The NYSS Board, appointed in accordance with Section 197 of the Gambia's Constitution, oversees the NYSS. The Executive Director is responsible for the day-to-day operation of the scheme and is appointed by the President of the Republic of the Gambia in consultation with the NYSS Board of Directors. The NYSS is divided into seven administrative areas that are overseen by regional committees (The Gambia Programme Verification Form 2013).

4.5 Ghana

The National Youth Service Programme in Ghana is the National Service Scheme (NSS), launched in 1973.

NSS operates under the guidelines established by the National Service Scheme Act of 1980, which mandated a service period of two years for Ghanaians, including a minimum of six months military training. The law was amended in 1995, at which time the two-year requirement was reduced to one year. At present, military training is rarely provided due to insufficient funding.

NSS aims to encourage the spirit of national service; undertake projects designed to combat hunger, illiteracy, disease and employment; provide essential services and amenities, particularly in rural areas; develop skilled manpower through practical trainings; and promote national unity.

GNN is a compulsory programme, which enables the mobilisation of thousands of young graduates. Employers are legally prohibited from employing tertiary graduates without a National Service Completion Certificate.

NSS engages participants aged 18 years or older, the majority of whom have graduated from tertiary institutions and are male (69 per cent). Individuals over the age of 40 can receive an exemption from service. Participants serve for nine months to one year in fields such as agriculture, health, education, government, youth programmes and private sector. Service personnel are able to specify a region of preference, but are not given a choice regarding their field of service. Any approved private or public sector institution can request service personnel. An estimated 80 000 service personnel were engaged in 2013.

The Ministry of Education oversees NSS. The Office of the President appoints the Executive Director and the Board of the NSS (Ghana Programme Verification Form 2013).

4.6 Kenya

The National Youth Service Programme in Kenya is the Kenya National Youth Service, launched in 1964 to create a pool of trained, disciplined and organised youth to undertake work on important national development projects. Its primary roles are nation building through volunteerism and service in the military during a state of war or public emergency and the defence of the nation (Kenya Case Profile 2013).

The Kenya NYS was established and is regulated through an Act of Parliament – the National Youth Service Act Chapter 208 Laws of Kenya – which mandates the training and employment of youth in service of the nation, and the service of youth with armed forces during times of war.

Up to the late 1980s, the programme was compulsory, however the compulsory aspect was discontinued in 1990, due to sustainability challenges. It then became a voluntary training programme with a market-driven focus. Following the passing of a new law by the Kenya Senate in July 2013, the programme will again become compulsory in 2014 (Kenya Case Profile 2013).

The programme engages youth between the ages of 18 and 22 who have achieved at least a D+ in the Kenya Certificate of Secondary Education. Participants must be medically and physically fit, unmarried and without dependants. Participants must also meet certain height requirements, as per the armed forces' strategy. Preference is given to orphans and disadvantaged youth. In 2013, one third of the participants were from disadvantaged backgrounds.

Participants complete six months of basic training (a paramilitary course), and then complete up to two years of service in various fields. Activities include constructing roads, airfields, dams and irrigation canals. After they complete their service, participants enrol in training and vocational institutes to take courses at diploma, certificate and craft levels.

The Kenya NYS accepts 5 000 recruits annually, although many more qualified applicants apply. In 2013, the President indicated that the government intends to increase the number of volunteers to 10 000.

The Kenya NYS has been incorporated as a department in the Office of the President. Previously, it was overseen by the Ministry of Youth Affairs and Sport (Kenya Programme Verification Form 2013).

4.7 Lesotho

The National Youth Service Programme in Lesotho is the Lesotho National Youth Volunteer Corp Project (LYCVP). The programme was launched in 2010 in collaboration with UNDP (UN Volunteers 2010).

LYCVP aims to contribute to poverty reduction and employment creation in order to achieve the goals of the Poverty Reduction strategy (PRS), National Vision 2020 and the MDGs (ibid). LYCVP is a voluntary programme. Volunteers are placed in both public and private institutions.

LYCVP is for young graduates from university and those graduating at third-level technical training (United Nations Development Programme Lesotho 2011). Participants serve for one year, four weeks of which are dedicated to training. Participants are placed in fields relevant to their coursework at university or technical institute.

The Ministry of Gender and Youth, Sports and Recreation is in charge of LYCVP. The National Youth Council co-ordinates all the youth activities in the country and advises the minister. The Youth Portfolio runs the programme (UN Volunteers 2010).

4.8 Liberia

The National Youth Service Programme in Liberia is the National Youth Volunteer Service (NYVS) Programme. In 2007, the Government of Liberia and the United Nations Development Fund signed an agreement establishing the NYVS Programme of Liberia. The pilot programme recruited, trained and deployed 67 National Volunteers (university graduates) to 12 clinics and 24 elementary schools in four countries.

The NYVS aims to train and build the capacity of youths in different disciplines as national volunteers in the areas of education, primary healthcare services and rural agriculture techniques with special emphasis on enabling them to work along with rural communities and within some national institutions. The NYVS is a voluntary programme.

The NYVS engages young university graduates throughout the country. Currently, 27 per cent of the volunteers are female. Individuals must participate in a two-day job search workshop prior to their university graduation in order to qualify for the programme. This training is aimed at equipping the participants to search for jobs and to inform them about the challenges associated with the labour market.

Participants serve for one year in fields of education, health, public administration, computer literacy, agriculture, leadership, peace building, and conflict resolution. Participants teach in elementary schools and carry out health awareness campaigns about malaria, cholera, STDS, HIV/AIDS and TB. They also organise environment cleaning campaigns to educate the community on environmental issues and develop peace building campaigns to reduce divisions and polarisation after 15 years of civil conflict.

To date, NYVS has engaged 150 participants who have been deployed to various parts of the country. Additionally, 170 participants including IT specialists have been deployed to help manage the ten youth centres in Liberia.

The Ministry of Youth and Sports operates the programme in collaboration with UNICEF, which has replaced UNDP as a programme partner (Innovations in Civic Participation 2010c, United Nations Development Programme Liberia n.d.).

4.9 Mali

The National Youth Service Programme in Mali is the National Center for Promotion of Volunteering (*Programmeme Appui-jeunesse Centre National de Promotion du Volontariat*). Launched in 2009, the National Center for Promoting Volunteering is a public agency under the Youth Minister.

Two pieces of legislation underpin the establishment of Mali's NYS Programme: Law n°2001-051 of 28 July 2011 which defined national volunteering, and Law n°2001-052 of 28 July 2011 which created the National Centre for the Promotion of Volunteering.

The programme aims to promote youth volunteering and civic values, to improve youth employability and to build the capacity of host organisations. Through the programme, the government hopes that the volunteers will make a contribution to the country's "social, economic and cultural development plans, and develop a stronger sense of public spirit and citizenship" (Mali Programme Verification Form 2013). The programme is voluntary.

Participants are made up of young men and women aged 18 to 30. Among the 126 young people already involved (100 in 2012, 26 in 2013), 65 are women. They are sent all over the country. The target for recruitment in 2013 was 50 young people. The target in 2012 was 100 young people. In 2012, the target was reached, but in 2013, the programme only mobilised 26 young people. The unprecedented crisis has made it very difficult to mobilise financial means to fund the national volunteers.

The maximum service period is 24 months. However, contracts can be for periods of three to six months, with an option to renew. The purpose of short term-contracts is to involve more young people, even if only for a short period of time. Training is provided at the beginning of the programme for six to ten days. Mid-way through the service period, participants are engaged in a second stage of training which draws on the first training but also focuses on the challenges experience by volunteers thus far. Once the service is completed, volunteers participate in a post-volunteering training focused on job research, curriculum, interviews etc.

Volunteers typically serve in the areas of health, education, capacity building, income-generation, local administration and decentralisation, volunteer promotion, youth and women's empowerment, management, and crafts and tourism.

Before the current NYS Programme was launched, Mali had a National Youth Service Programme, from 1980 to 1990 approximately. The programme required that public sector employees (civilian and military) participate in a mandatory six months of service at the start of their new job. Participants were paid a very limited salary during this period although they were fed and housed. With the end of the military regime in 1990 and the emergence of democracy, the programme was suspended, because it was considered too connected with the military.

The Youth Minister is however now considering re-launching a similar National Youth Service scheme, which would request all "young people having found a job (both in the public and the private sector),

or being sponsored by a company (willing to pay for their feeding and hosting), to serve for six months before starting their job” (Mali Programme Verification Form 2013).

4.10 Namibia

The National Youth Service Programme in Namibia is the Namibia National Youth Service (Namibia NYS). The programme was introduced in 1999 as a pilot programme and was fully established in 2005 (Namibia Programme Verification Form 2013). The Namibia NYS was established by National Youth Service Act, Act No. 6, 2005, which created and outlined a legal framework for the programme (Namibia Programme Verification Form 2013).

The Namibia NYS aims to facilitate youth contribution to socio-economic development and poverty alleviation, create opportunities for skills development and career paths for the youth, deliver relevant national voluntary services, and offer recognised skills training and personal development programmes to the youth. To achieve these aims, the programme serves as a meeting point for youth from various social and cultural backgrounds so as to enable them to share common experiences and to encourage notions of equality. Additionally, the programme seeks to help young people access employment opportunities through the provision of further training and studies. Lastly, the Namibia NYS aims to encourage patriotism, a sense of nationhood and a commitment to Namibia’s development through service (Namibia Programme Verification Form 2013).

Namibia NYS is a voluntary programme. The programme engages Namibian citizens between the ages of 16 and 35 with clean criminal records. Certain programmes require a specified level of education, such as those related to technical trades (Namibia Programme Verification Form 2013). Participants serve for two years and six months in agriculture, health, social service, and public works fields (Namibia Programme Verification Form 2013).

The programme involves three training phases: (1) civic training, (2) national voluntary service, and (3) skill training. During the first phase, participants engage in three months of civic training which aims to increase the level of discipline among recruits, inculcate a sense of patriotism among the trainees, and develop good physical and mental endurance, exemplary moral and ethical character and integrity. During the second phase, participants engage in six months of national voluntary service, during which they serve on various projects of national importance. During the third phase, participants engage in skill trainings in a range of fields and complete mandatory courses on information communication technology fundamentals, English language, entrepreneurship, technical drawing, mathematics, engineering sciences, and building science. These courses are an average of two years in length followed by a six-month job placement (Namibia Programme Verification Form 2013).

The Namibia NYS aimed to recruit 500 participants in 2013 and 640 recruits in 2012. It has been successful in reaching these numbers as many youth are unemployed and are interested in serving (Namibia Programme Verification Form 2013).

The Office of the President oversees the Namibia NYS and may assign it to any Minister of State to supervise. The programme has a Board, headed by the Commissioner as Chief Executive/Accounting

Officer, which gives policy directives to the Namibia NYS administration (Namibia Programme Verification Form 2013).

4.11 Nigeria

The National Youth Service Programme in Nigeria is the Nigeria National Youth Service Corps (NYSC), established in 1973. NYSC was established by Decree 24 on 22 May 1973 “with a view to the proper encouragement and development of common ties among the youths of Nigeria and the promotion of national unity”.

NYSC aims to “produce future leadership with positive national ethos that is vibrant, proud and committed to the unity and even development of Nigeria” (Nigeria Programme Verification Form 2013). The programme inculcates discipline in Nigerian youths by instilling a tradition of industry at work and loyal service to Nigeria. The programme also seeks to engender morality and a sense of national interest among youth, encourage youth to develop skills for self-employment, contribute to the accelerated growth of the national economy, foster national unity and integration, confirm similarities between ethnic groups, and develop a sense of common destiny of the people of Nigeria (outlined in Decree No. 51 of 16 June 1993).

NYSC is a compulsory programme, engaging all graduates of universities and technical schools. Participants engage in a three-week orientation and one year of service in fields such as agriculture, health, education and infrastructure. The three-week orientation course involves physical training, lectures on national history and culture, lectures from professionals, skill acquisition and social activities. Following the orientation, Corps members are posted to their primary assignment which are often located in rural areas.

During their year of Community Development Service (CDS), Corps members identify the needs of their host community and mobilise community members to undertake a related project. Past projects have included the construction of bridges and health care centres, HIV sensitisation, and adult literacy campaigns. At the conclusion of the service year, Corps members receive their final clearance letters from their employers, debrief on the past year, and participate in a “passing-out”(Nigeria Programme Verification Form 2013) ceremony, frequently presided over by the Executive Governor of the State. During the ceremony, outstanding participants receive State Honours Awards.

The National Governing Board is the highest policy-making body of NYSC and includes members from various government and non-government organisations. The Director-General is the Chief Executive of NYSC and the Accounting Officer is responsible for day-to-day activities, implementation of policy and programming (Nigeria Programme Verification Form 2013). The NYSC is housed under the Nigerian Federal Ministry of Youth Development.

4.12 Senegal

The National Youth Service Programme in Senegal is the Senegalese National Civic Service, established in 1998. The Senegalese National Civic Service was created through Law no. 98-25 of 7 April 1998 (Senegal Programme Verification Form 2013).

The Senegalese National Civic Service aims to improve the patriotic and civic mindset of young people by teaching republican and civic values, increasing the employability of young people by allowing them to have access to trainings in various fields, and engaging young people in the work of national development. To achieve these aims, the programme resolves human resource deficits in targeted sectors, mobilises youth in targeted sectors, combats youth unemployment, boosts civic mindedness and voluntary service among youth, and involves youth in the work of national construction (Senegal Programme Verification Form 2013).

The Senegalese National Civic Service is a voluntary programme, both for financial and operational reasons. The programme engages young men and women between the ages of 18 and 35. There are no educational requirements, but many applicants have graduated from high school or university.

Participants serve for 24 months and are involved in activities relating to agriculture, security, HIV/AIDS prevention, community health, environment, local development and literacy. Participants serve in government ministries, health centres, schools or national non-governmental organisations. The specific programmatic activities are determined by yearly “campaigns” and based on recommendations from government ministers. Past campaigns have included a local development programme, which engaged young people with administrative work in their local communities; an urban administration programme, which recruited volunteers to fight criminality, promote security and urban development; and an environmental programme, which activated youth to raise awareness on environmental issues within their own communities (Senegal Programme Verification Form 2013).

The Senegalese National Civic Service has mobilised around 4 000 young people over the past ten years. The programme currently seeks to engage approximately 250 volunteers per year, as that is its maximum capacity for training. In 2013, the programme aimed to recruit approximately 256 volunteers (150 for the fishing industry, 106 for civic emergence) and in 2012, it aimed to recruit 206 volunteers (100 for agriculture, 106 for civic emergence). These recruitment numbers were reached in both years.

The Ministry of Youth, Employment and Training currently oversees the Senegalese National Civic Service. The Direction of National Civic Service manages the programme and is comprised of three key divisions: civic training, mobilisation and recruitment, and programming. In the field, Centres for Popular Education and Sport – local entities of the Youth Minister – help to supervise and organise volunteers (Senegal Programme Verification Form 2013).

4.13 South Africa

The National Youth Service programme in South Africa focussed on in this study is the National Youth Development Agency’s National Youth Service (NYS), established in August 2004 (South Africa Programme Verification Form 2013).

The NYS was developed in the *Green Paper on National Youth Service* (1998) and subsequently in the *White Paper* (1999), which laid its strategic groundwork. The National Youth Service Policy Framework,

also known as the NYS Implementation Plan (2003), further developed the NYS implementation strategy.

NYS aims to inculcate a culture of service by supporting youth to participate constructively in nation building; enable young people to understand their role in the promotion of civic awareness and national reconstruction; develop the skills, knowledge and ability of young people to enable them to make the transition to adulthood; improve youth employability through opportunities for work experience, skill development and access to economic and further learning opportunities; and harness the nation's untapped human resources to provide a vehicle for enhancing the delivery of the country's development objectives, especially to disadvantaged and underserved communities.

The NYS is currently a voluntary programme. However, the Department of Higher Education and Training is in the process of discussing the viability of a compulsory programme (South Africa Programme Verification Form 2013).

NYS engages young people who are out of school and under the age of 35, although certain programmes set an upper age limit of 25. Targeted youth include unemployed young people, youth in conflict with the law, and higher education students and further education and training students. Select programmes require high school completion, and the National Rural Youth Service Corps requires Grade 10 education at a minimum (South Africa Programme Verification Form 2013).

Participants serve for various lengths of time, ranging from short-term ad hoc volunteering to more than twelve months of service, in fields such as health and social development, housing and community infrastructure, environment and nature conservation, water and sanitation, and education (South Africa Programme Verification Form 2013).

NYS activities are divided into three categories: Category one involves unemployed, out-of-school and unskilled young people in a year of service, and comprises accredited learning and skills development, community development and exit opportunities. Category two involves high school learners and university students in community service activities while they study. Category three involves youth and adults in ad hoc community volunteer opportunities.

The South African NYS Programme is very much a hybrid and is made up of a range of programmes (as described in the categories above) that are run by government departments, civil society organisations and the NYDA itself. A number of programmes are registered with the NYSU but otherwise tend to operate independently. For example, programmes such as groundBREAKERS at loveLife (a civil society organisation) and the Department of Rural Development and Land Reform's National Rural Youth Service corps (NARYSEC) engage thousands of youth annually in service, but while they are registered with the NYSU, they operate independently within the service space. In contrast, the YouthBuild Programme is driven directly by the NYDA. The NYDA has also engaged youth directly in short-term service projects under the auspices of the NYS in the past. Therefore not only do NYS programmes fall into different categories, but they are designed and implemented by a range of different stakeholders. While this diversity is strength it can also pose a challenge in terms of budgeting and monitoring participation and impact.

In 2013/2014, NYS aims to recruit 1 500 participants for the YouthBuild Programme and 5 000 for health and well-being programmes. This target is significantly lower than previous years' – such as 28 000 in 2012/13 – as it only refers to structured, Category one programmes that are NYDA-funded, whereas previous targets included short-term volunteering programmes with various funding. Additionally, the new National Youth Development Agency Board emphasised a focus on impact as opposed to number of participants (South Africa Programme Verification Form 2013).

The National Youth Development Agency oversees the National Youth Service Unit and is accountable to the Presidency. Programmes are run by government departments, civil society organisations and the NYDA itself. Civic society organisations include City Year South Africa, loveLife, the South African National Council on Alcoholism and Drug Dependence, and the Presidential Awards (South Africa Programme Verification Form 2013).

In addition to the NYDA's NYS Programme, a National Rural Youth Service Corps (NARYSEC) was established in 2010 by the Department of Rural Development and Land Reform specifically to develop young people in rural areas. Following three pilot programmes (2008-2011), the Department of Environmental Affairs has established the Youth Environmental Service (YES). The programme was launched in 2013 and targets youth aged 18 to 35 years who have successfully completed Grade 12. While the aforementioned programmes are voluntary, South Africa also has a compulsory community service for health graduates, which was established in the 1990s (South Africa Case Profile 2013).

4.14 Zambia

The National Youth Service Programme in the Zambia is the Zambia National Service, originally established in 1963 and reintroduced in 2005.

The Zambia National Service was enacted in Parliament under Act. No. 121. Originally a military force, the programme transitioned into agricultural training as the need for a large military decreased. The government opted to reintroduce the Zambia National Service in 2005 to accommodate the large number of youth who did not have productive alternatives (Zambia Respondent 2013).

The Zambia National Service aims to equip youth with various skills for employment and entrepreneurship, as well as for life's many challenges. The Zambia National Service is a voluntary programme.

The programme primarily engages street children, in response to a Presidential directive of 2003 for the Ministry of Youth and Sport to find a lasting solution for the protection of street children. Participation for street children is strictly voluntary, as programme leaders do not think that there would be substantial benefit from mandatory participation. Participants serve for 12 to 24 months. The current programme consists of rehabilitation and integration of street children. Additionally, participants receive training in fields such as carpentry, welding, automotive mechanics, brick laying, agriculture and youth entrepreneurship.

The programme currently engages 198 girls and 34 boys. As participation is voluntary, the number of participants fluctuates. The government is in the process of developing a strategy to expand the

programme (Zambia Programme Verification Form 2013). The Permanent Secretary of the Ministry of Youth and Sport runs the Zambia National Service in collaboration with the Director of Youth and the Senior Youth Development Officer (Zambia Programme Verification Form 2013).

4.15 Zimbabwe

The National Youth Service Programme in Zimbabwe is the Zimbabwe National Youth Service, launched in 2001. The Zimbabwe NYS was established through the National Youth Policy (2000) Paragraph 4.8.

The Zimbabwe NYS aims to orient all Zimbabwean youth to appreciate and accept realities of life as they graduate into adulthood. It is considered one of the effective strategies for youth development in areas of social, economic and political development. The NYS is aimed at producing youths willing to volunteer in the areas of disaster prevention or management, natural resources management, promotion of national interests, security and crime control.

The Zimbabwe NYS is a voluntary programme to ensure freedom of choice by participating youth and strengthen programme openness and inclusivity, while promoting the spirit of volunteering. The programme engages youth between the ages of 18 and 35, both male and female from all socio-economic and political backgrounds.

Participants complete six months to a year of service in various curriculum and activity-based fields of intervention. Some activities include public works support services, peace building and leadership development, youth volunteer corps, and sustainable livelihoods promotion education and training. Post-service for participants includes career alignment and job placement in suitable organisations, funded income-generating projects, registration with National Youth Volunteer Corps, and deployment as volunteers in areas of need.

Over 50 000 youth have been trained from 2001 to 2008. The recruitment target for 2013 is to engage 10 000 young people countrywide. The target in 2012 was 10 000 youth as well. These targets were achieved to a considerable extent. Limitations were encountered regarding budgetary support for effective implementation, a signal of governmental priority lethargy.

The Government Treasury (Ministry of Finance) is the main funder of this programme. The organisation in charge of this programme is the National Youth Service, Ministry of Youth Development, Indigenisation and Empowerment. The organisation that implements this programme is the Department of Youth Development (Zimbabwe Programme Verification Form 2013).

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Appendix 1: Interview guide

Interviewer name: _____ **Interviewer date:** _____
Interviewee name: _____
Interviewee title and organisation: _____
Interviewee contact number: _____
Interviewee email address and skype name: _____

Intro script:

My name is XXX and I work at/represent Innovations in Civic Participation (ICP) which is a non-profit organisation based in Washington, DC. ICP has been commissioned by The MasterCard Foundation to conduct a study on how national youth service programmes can help young people in Sub-Saharan Africa gain employment and education opportunities, particularly those youth who are most disadvantaged. ICP believes that NYS programmes have the potential to connect young people's service experience to employment, livelihoods, and entrepreneurship opportunities, but at the moment, little is known about how this may be happening. Thank you for your time helping us to understand the programme in your country. It will contribute enormously towards the success of the study.

OR My name is XXX and I am a XXX at/represent a non-profit research organisation called Volunteer and Service Enquiry Southern Africa (VOSESA) which is based in Johannesburg in South Africa. We focus on documenting the unique forms of volunteering and civic service in Southern Africa and are particularly interested in how national youth service can support young people to access employment and other sustainable economic opportunities in African countries. We are supporting Innovations in Civic Participation, a US-based non-profit organisation, to conduct a study on this topic, funded by The MasterCard Foundation. Thank you again for being willing to spend some time helping us to understand the programme in your country. It will contribute enormously to the success of the project.

The results of this interview will be made available later this year and we will provide you with copies of the findings from the study. Additionally, the findings will be discussed at a learning forum in Johannesburg, South Africa at the end of August 2013, to which you will be invited. The learning forum will focus on strategies for aligning National Youth Service with the drive to find pathways for youth into mainstream economies. Your participation in this learning forum will be important to building our understanding of the potential for NYS in the region.

The interview is completely voluntary and you may choose not to respond to any questions that you do not wish to answer. The interview is expected to take one hour. I will take notes as we talk.

In the final report we may wish to quote some of the information you have provided in order to demonstrate that our findings are rooted in programme practice. As we do the interview please tell me if there is any information you do not want quoted.

Do you have any questions before we begin? Do you agree to participate in the study by doing this interview?

Part 1. Verification of information
1. To the interviewer: If there is any information on the information verification/questionnaire that needs clarification, please do so now.
Part 2. Programme description
2. Are participant activities aligned with growth sectors of the economy? National development priorities? (yes/no)
a. If yes, which ones? In what ways? (Describe in more detail)
3. With whom do you work to implement the programme?
a. Who are the leading implementing partners?
4. Is the private sector involved in any way in the design or implementation of the NYS programme? (yes/no)
a. If yes, what form does this involvement take during the NYS programme?
b. Is there any on-going relationship with the private sector partners after participants graduate from the NYS programme?
5. How would you describe the education and training components of the NYS?
a. What skills and competencies are addressed (e.g. life skills, skills specific to the placement, livelihood strategies or asset-based development)?

6. Are there any entrepreneurship components? (yes/no)
a. If yes, please explain.
7. What drives the education and training curriculum for NYS? (Is it the entry-level needs of participants? The relationship between training and economic opportunity? The relationship between NYS training and post-NYS opportunities for further education and training? Other?)
8. Are any education or training institutions involved in the education and training of NYS participants? (yes/no)
a. If yes, how? If no, why not?
9. Do participants graduate with any qualifications recognized by educational or training entities in the country? (yes/no)
a. If yes, explain. If no, why not?
10. Do you offer participants mentorship or coaching? (yes/no)
a. If yes, why?
b. If yes, please explain in more detail (e.g. who does the coaching, when (e.g. during the programme, afterward, and how often)

Part 3. Post-service programme components
11. Does the NYS offer any support to participants after they graduate (e.g. economic-formal employment, entrepreneurship or livelihoods, small business loans or finance for further training or other)? (yes/no)
a. If yes, please describe (e.g. details of the support and the rationale for offering this support)
12. Does the programme encourage participants to save funds to start enterprise after service? (yes/no)
a. If yes, how?
13. Have you introduced any ways of strengthening the ability of participants to find work or being able to sustain themselves after the NYS? (yes/no)
a. If yes, please describe.
14. What aspects of your programme do you think work best?
15. Are there any issues you would like to explore further (e.g. in the learning forum) that could help connect NYS participants more closely with employment and livelihood opportunities? (yes/no)
16. If yes, which issues would you like to know more about?

Part 3. Final comments
17. Do you have any final comments or recommendations that you would like to share regarding NYS in your country and specifically its role in fostering youth economic integration? Including suggestions for support to enhance the programme?
Part 4. Interviewer reflection
18. Please provide a brief reflection on how the interview process went (e.g. do you think it was open and honest? Do you think some things were not said? Was there any bias?)
19. Please provide any feedback on the interview guide.

Closing script: Thank the interviewee for his/her time and remind them about the learning forum.

Appendix 2: Information verification form and questionnaire

National Youth Service (NYS) in Sub-Saharan Africa: Strengthening NYS as a strategy for youth employability, entrepreneurship and sustainable livelihoods in the region **Information verification form and questionnaire**

Country: [Click here to enter text.](#)

This template aims at presenting the government-run National Youth Service (NYS) programme in your country. We have completed the template using public information (e.g. internet research and literature review) to the best of our ability. Please review the information we have gathered for accuracy, making any necessary corrections, and if possible, provide the missing data. Once complete, please return this form to ICP or VOSESA.

Reviewer name: [Click here to enter text.](#)

Reviewer title: [Click here to enter text.](#)

Length of time in position: [Click here to enter text.](#)

Length of time with organisation: [Click here to enter text.](#)

Reviewer job duties and responsibilities: [Click here to enter text.](#)

Part 1. Description of programme

- (1) **Programme name:** [Click here to enter text.](#)
- (2) **Year the programme was established:** [Click here to enter text.](#)
- (3) **Law/policy that established the programme (name, date passed, purpose, and outcome):**
[Click here to enter text.](#)
- (4) **Main goals of the programme (for participants):** [Click here to enter text.](#)
- (5) **Objectives of the programme:** [Click here to enter text.](#)
- (6) **Department or type of organisation that implements the programme:** [Click here to enter text.](#)
- (7) **Participant profile (e.g. age, socio-economic status, gender, etc.):** [Click here to enter text.](#)
- (8) **Duration of service (e.g. six months, one year):** [Click here to enter text.](#)
- (9) **Compulsory or voluntary:** [Click here to enter text.](#)

- a. **Reason for this approach:** Click here to enter text.

- b. ***If voluntary:***
 - i. **What are your targets for recruitment this year?** Click here to enter text.
 - ii. **What were your targets for recruitment in 2012?** Click here to enter text.
 - iii. **Were these targets achieved?** Choose an item.
 - iv. **In your opinion, why/why not?** Click here to enter text.

Part 2. Budget and funding

(10) **Operating budget (include cost per volunteer, including scholarship/financial compensation, insurance, supervision staff, resources including part-funded by federal, state, private funding, etc.):** Click here to enter text.

(11) **Primary funders:** Click here to enter text.

Part 3. Structure

(12) **Main activities (what the participants do):** Click here to enter text.

(13) **Field(s) of intervention:** Click here to enter text.

(14) **Profile of the organisations where participants do service:** Click here to enter text.

Part 4. Evaluation

(15) **Evaluation conducted:** Choose an item.

(16) **Evaluation details (date, frequency, outcomes):** Click here to enter text.

Appendix 3: List of programmes surveyed

Burkina Faso Interview 2013. National Volunteer Programme Management, Burkina Faso National Volunteer Programme, phone interview, 18 April 2013.

Burkina Faso Programme Verification Form 2013. National Volunteer Programme Management, Burkina Faso National Volunteer Programme, April 2013.

Ghana Programme Verification Form 2013. Independent Researcher on Behalf of VOSESA, Ghana National Service Scheme, 10 June 2013.

Kenya Programme Verification Form 2013, National Youth Service Management, Kenya National Youth Service, 10 June 2013.

Lesotho Interview 2013. National Youth Service Corps Project Management, Lesotho National Youth Service Corps, phone interview, 7 May 2013.

Liberia Interview 2013. Ministry of Youth and Sports Management, Liberia National Youth Service Programme, phone interview, 21 April 2013.

Mali Interview 2013. Center for Promoting Volunteering Management, Mali Center for Promoting Volunteering, phone interview, 17 May 2013.

Mali Programme Verification Form 2013. Center for Promoting Volunteering Management, Mali Center for Promoting Volunteering, May 2013.

Namibia Interview 2013. National Youth Service Management, Namibia National Youth Service, phone interview, 15 March 2013.

Namibia Programme Verification Form 2013. National Youth Service Management, Namibia National Youth Service, 28 March 2013.

Nigeria Interview 2013. National Youth Service Corps Management, Nigeria national Youth Service Corps, 27 June 2013.

Nigeria Programme Verification Form 2013. National Youth Service Corps Management, Nigeria National Youth Service Corps, 27 June 2013.

Senegal Interview 2013. National Civic Service Management, Senegal National Civic Service, phone interview, 16 May 2013.

Senegal Programme Verification Form 2013. National Civic Service Management, Senegal National Civic Service, 27 March 2013.

South Africa Programme Verification Form 2013. Independent Researcher on Behalf of VOSESA, South Africa National Youth Service, 13 June 2013.

The Gambia Interview 2013. National Youth Service Scheme Management, The Gambia National Youth Service Scheme, 19 April 2013.

The Gambia Programme Verification Form 2013. National Youth Service Scheme Management, The Gambia National Youth Service Scheme, 9 April 2013.

Zambia Interview 2013. National Service Management, Zambia National Service, phone interview, 19 April 2013.

Zambia Programme Verification Form 2013. National Service Management, Zambia National Service, 8 May 2013.

Zimbabwe Interview 2013. National Youth Service Management, Zimbabwe National Youth Service, 7 June 2013.

Zimbabwe Programme Verification Form 2013. National Youth Service Management, Zimbabwe National Youth Service, 20 June 2013.