



ANY SOCIETY THAT DOES NOT SUCCEED IN TAPPING INTO THE ENERGY AND CREATIVITY OF ITS YOUTH WILL BE LEFT BEHIND

Kofi Annan, Former UN Secretary General

WHAT THIS PUBLICATION IS ALL ABOUT

Former United Nations Secretary
General Kofi Annan once remarked
that "Young people should be at
the forefront of global change and
innovation. Empowered, they can be
key agents for development and peace.
If, however, they are left on society's
margins, all of us will be impoverished.
Let us ensure that all young people
have every opportunity to participate
fully in the lives of their societies."

Evidently, in today's social-political dynamics, the integral power of the

youths as a tangible resource for the evolution of different societies cannot be overstated.

The challenge has been on how the perceived whims of youth can be engaged and trusted in key decision making and development processes. Understanding the dynamics of the 'youth-hood' stage and capacitating them in the right way can harness the great endowments and prosperity that this great stage of life can offer.

This publication showcases how Oxfam and partners are empowering youth through various interventions to unleash their underlying potential.

Oxfam believes that the issues youth are faced with will be addressed only if there is a major shift in the educational curriculum to include vocational and ICT skilling, as well as life skills as a vital component of increasing opportunities for youth employment.



SITUATION OF YOUTH IN UGANDA

According to the UN Population Fund State of Uganda Population Report, Uganda has the world's youngest population with over 78% below the age of 30. With about 8 million youth aged between 15-30, the country also has one of the highest youth unemployment rates in Sub-Saharan Africa with 78% of the youth either unemployed or under employed [MOFPED, 2013].

The Government of Uganda recognizes the challenges associated with its rising population and youth unemployment rate and has put in place some policies and programmes to address these challenges. However Oxfam believes that the issues youth

are faced with will be addressed only if there is a shift in the curriculum to include vocational and ICT skilling to increase youth employability by tailoring them to the labor market demands.

Our work with the youth has been informed by the Oxfam Country Strategy which has analysed the situation of youth and the issues they face especially with a bias on Northern Uganda because of the high poverty incidences.

Oxfam therefore is working with partners and other stakeholders in exploring different innovative models in rural and urban areas, including ICT for

youth empowerment and employment, agribusiness innovations and youth as active citizens. This is all aimed at creating an enabling environment that promotes economic empowerment and increases their participation in the development process.

We continue to model initiatives to generate evidence and best practice that inform our advocacy for qualitative change in the vocational skills, educational curriculum and agricultural reforms.

ABOUT OXFAM

Oxfam has been working in Uganda since the 1960s focusing both on development and humanitarian programs to support practical and innovative ways for people to lift themselves out of poverty. We work with poor communities, local organisations, volunteers and supporters to bring lasting change.

We believe that fundamental change will happen in Uganda with a shift in government and donor policies, implementation practices and when citizens, particularly women and youth, are able to claim their rights as enshrined in the Constitution and hold duty bearers to account.

Our work

We empower citizens to challenge and hold duty bearers to account. We build and foster networks, platforms like neighbourhood assemblies for civic engagements.

Together with partners and civil society organisations, we are campaigning and lobbying the national and local governments on a wide range of issues, including tax justice, climate change, food security, extractives, youth empowerment, land rights, disaster

management, resilience, conflict resolution and gender equality.

We believe that enabling the advancement of women's rights is key to addressing drivers of poverty and inequality.

We invest in research, knowledge management and evidence building to anchor our advocacy for alternative policies and practice.

We work with partners to support communities to build resilient livelihoods. We pilot and scale up inclusive methodologies and tools such as the Gender Action Learning System [GALS] and Care Work analysis tools all towards achieving gender justice.

We pilot initiatives in rural and urban areas that enhance youth skilling and employability. The pilots are a basis for wider advocacy in policy and practice change.

We work with and support partners to carry out regular emergency and vulnerability analysis, maintain early warning systems and respond to humanitarian emergencies.

The evidence we generate out of this also informs our advocacy for local, national and global systems that respond to the needs of the vulnerable especially women and youth. We have a special focus on strengthening local humanitarian actors.

In all we do, we consciously place

emphasis on women and girls. This is because their rights are consistently compromised.

Youth, vulnerable men and pastoralists communities are a key focus of our program work.

Our geographical focus

Our country strategy is national although our program footprint is more in the Greater North where poverty is particularly acute and the population is recovering from decades of conflict.

We work with strategic partners across the country to generate wider evidence for our work.

OUR VISION IS A UGANDA FREE OF EXTREME INEQUALITY AND INJUSTICE; A SOCIETY WHERE CITIZENS AND PARTICULARLY WOMEN ACROSS ALL AGE GROUPS CLAIM AND EXERCISE THEIR RIGHTS AND RESPONSIBILITIES AND ARE ABLE TO INFLUENCE DECISIONS THAT AFFECT THEIR LIVES.

PARTNER OVERVIEW

The partners below are those with whom we have been implementing the youth initiatives highlighted in this booklet. This does not include all the partners we work with.

YADEN

Youth Arts, Development and Entrepreneurship Network (YADEN) is a youth focused East African regional organization active in Uganda, Kenya, Tanzania, Rwanda and Burundi, with set-up plans ongoing in Somalia and South Sudan. YADEN works to empower and engage young people through an integrated youth owned and youth managed approach that invests heavily in understanding youth, formulating creative and innovative strategies that resonate with young people and their grassroot communities besides ensuring capacity building which is central to sustainable interventions.

Since its founding in 2003, YADEN works on a global goal of mobilizing young people, partnering with them to identify their potential, advance this potential into skills that afford them a decent income and support them to become active participants in their communities' social-cultural and economic development. This is towards a vision of a skilled, empowered and progressive East African youth, positively contributing to their community development. Young women,

through a deliberate effort approach have been YADEN's biggest beneficiaries. YADEN has been implementing several projects in the field of youth empowerment and engagement. Oxfam has been working with YADEN since 2009.

CEFORD

Community Empowerment for Rural Development (CEFORD) is an indigenous Non Governmental Organization operating in the 6 Districts and 24 Sub counties of West Nile region.

CEFORD runs on the vision of an empowered poverty-free society and works on a mission to provide capacity development services that build the resilience of disadvantaged women, men, youth and children to realize their rights and improve their wellbeing.

CEFORD has been an OXFAM partner since July 2003 and has been implementing several projects.

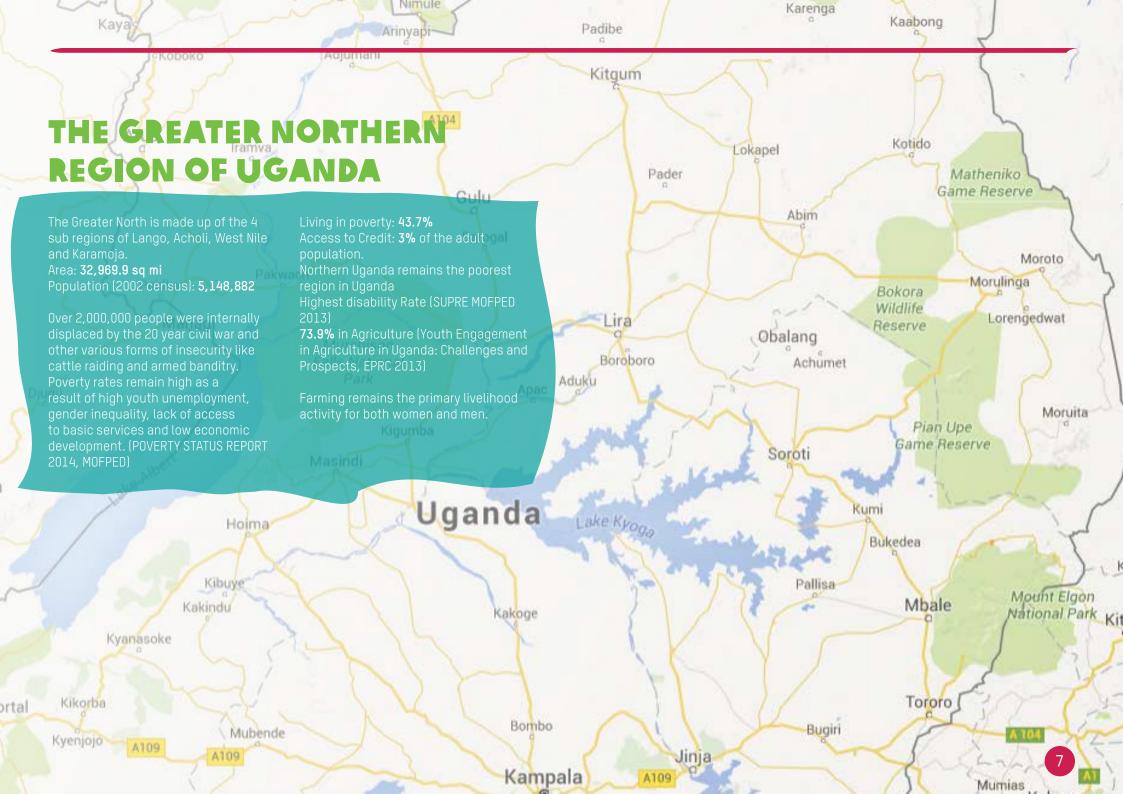
UYONET

Uganda Youth Network (UYONET) is a leading national non governmental youth organization that works to mainstream youth engagement in development and governance processes in Uganda and East Africa. UYONET was started in 2002 to respond to the increasing demand for a collective platform for research, training and policy advocacy for young people by young people.

UYONET has also worked to support youth empowerment through creating platforms and infrastructure through which youth can debate critical youth policy priority issues, build their capacity, carry out lobbying and advocacy that generate policy change.

With a membership of over 140 youth organizations and 31 district youth networks, UYONET is now at the apex of youth programming and designing appropriate interventions that respond to the needs of the youth across the region. UYONET's vision is for an empowered youth population participating in governance and development processes.

UYONET has been an OXFAM partner since 2015 and has been implementing projects in the field of youth empowerment and engagement.





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ICT 4 YOUTH EMPLOYMENT

The objective of the ICT for Youth Employment Initiative is to create employment and income generation possibilities through affordable and sustainable access to high-speed Internet and equipping the youths with skills and knowledge in working with different IT platforms. This is supplemented by aspects of entrepreneurship to improve their opportunities in employment or venturing into business. This is implemented through AruaBits and Internet Now! Initiatives.

AruaBits

AruaBits implemented by CEFORD, provides youth with knowledge in web design, IT skills, creative multimedia and entrepreneurship to improve their opportunities in employment or start up business ventures.

The initiative targets vulnerable youth mostly from informal settlements who face many socio-economic challenges hindering them from progressing in life and making meaningful contributions to society.

AruaBits initiative equips youth with specialised skills in web and graphics designing, creative multimedia and entrepreneurship through the Media Lab Programme of the Bits Academy. The training also puts a great emphasis on life skills. These youth after graduation are given an opportunity to compete for a Kick-Start facility for their businesses in terms of equipment, upon presenting viable business proposals.

Internet Now!

Creating employment and information access through ICT, Internet Now! seeks to improve people's lives across Northern Uganda through the creation of a high speed internet network spanning several districts of Northern Uganda.

Developed and implemented together with 3 project partners - Arid Lands Information Network (ALIN), Inveneo and Samasource, Internet Now! helps in the creation of employment and income generating opportunities for the communities. This is through a social enterprise called SINFA Uganda.

SINFA provides income generating services in the centres, such as employment through micro work, a specialised form of business process outsourcing. The centres also give access to an agricultural commodity platform OctionX where producers, processors and transporters are registered on the system, improving their agricultural business transactions. The 100 centres are interconnected through a wireless internet network The solar-powered distributed internet centres provide the backbone for the training and employment of more than 100 youths daily and thousands more have benefited from the micro work.

Internet Now! which was incubated by Oxfam is independently managed as a for-profit social enterprise by SINFA Uganda.



RASHIDA MUSA MOSHEKA

Student, AruaBits - Arua District

Rashida at 24 years is the bread winner for her family. She became a single mother at a young age because she lacked guidance. Much as she stopped in Senior Six, she still nurtures a burning desire to one day be a graduate. She believes it is not too late to make sustainable impact in her life let alone becoming a successful business woman.

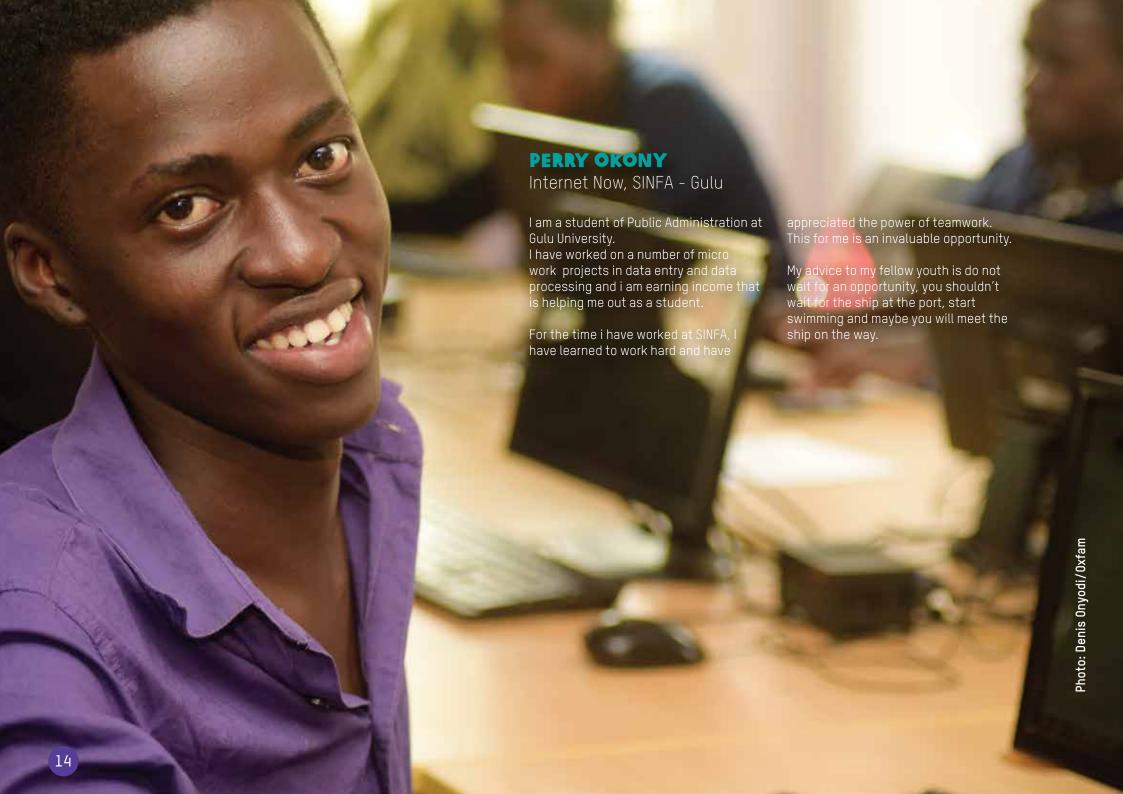
She specialized in Web development, an aspect she wants to use to inspire women to take up technological causes not leaving it to male domination.

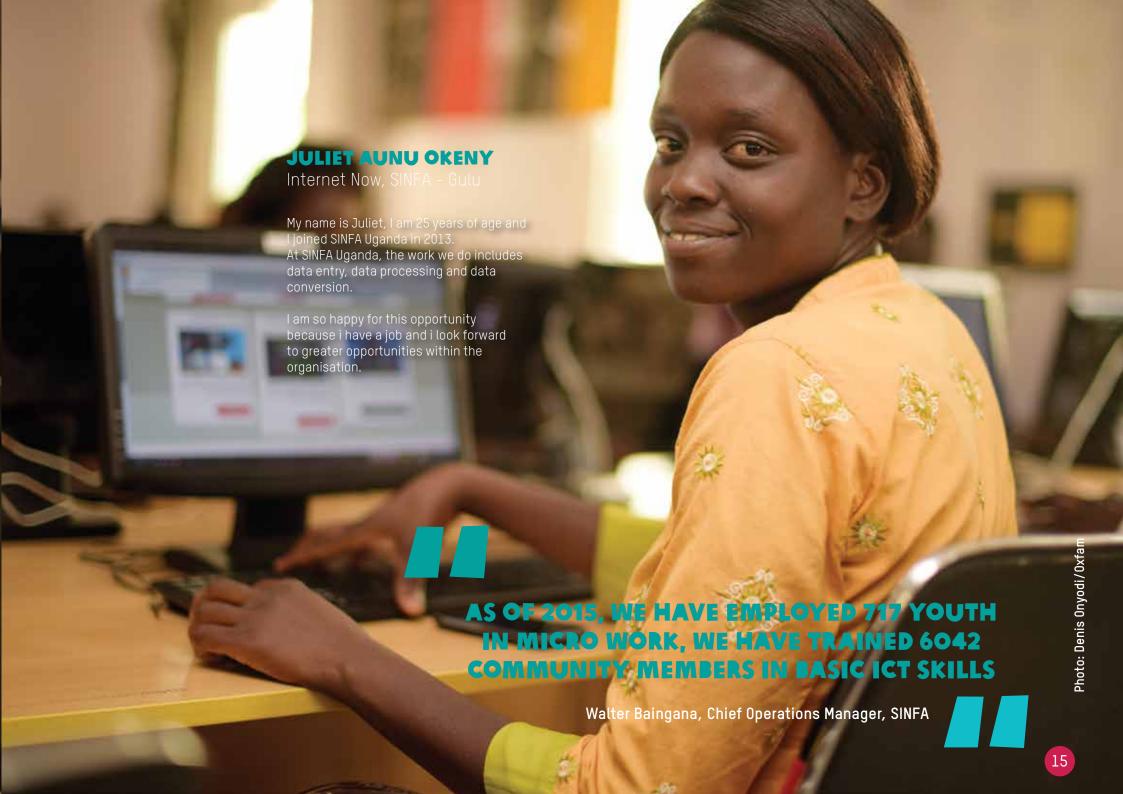
In her own words, she narrates that "When this opportunity to be part of AruaBits came up, I gladly took it up. While at AruaBits we were taught widely in computer skills, I also took classes in business studies. I learnt a lot about saving to start a business, working with books of accounts, customer care and much more. After graduating, I started up a boutique in Arua town and the

business is growing. I am also into computer work and I do website design, programming and development professionally. Interestingly, I didn't know anything about computers before which was one of my initial challenges and being a lady, it almost seemed as if I was jumping into a field dominated by men. But thanks to my trainers, I am now a professional web developer."

Her advice to the youth is that

they should never lose hope and believe they will make it. I CAN PROUDLY SAY I AM A PROFFESIONAL WEB DEVELOPER Rashida Musa Mosheka, AruaBits

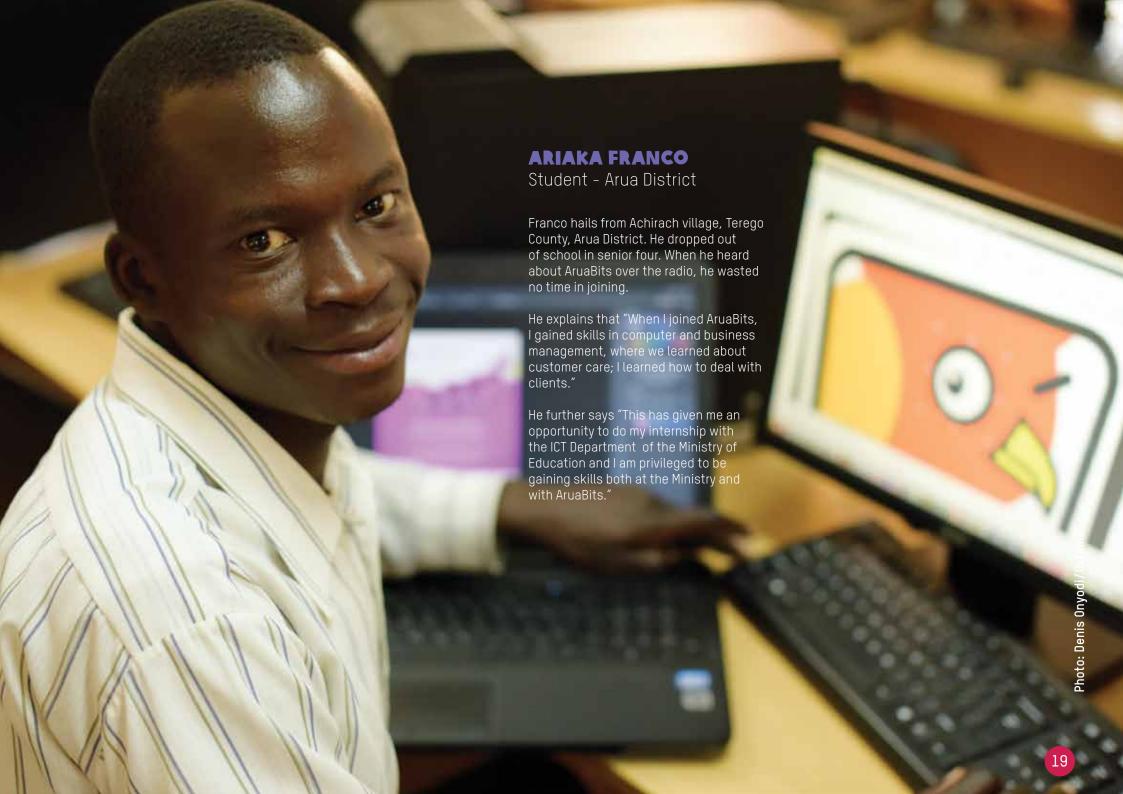




















The Bits curriculum takes about a year for one to specialize in an area of interest. We have partners and have worked with local businesses in Arua where we attach these students on internship for a period of one month and they are encouraged to get job experience and work in business fields later on.

There have been two graduations to date and most of these students have been able to fit into local businesses while others have formed groups and are engaged in their own initiatives.

One of the main challenges has been the fact that the facility is limited as it can only take 30 students per intake, we hope to expand. CEFORD, working with Oxfam also implements the NUSSEEP project where we engage secondary and primary school students working through student clubs like the catering clubs, building clubs, cool farming clubs and others. This is a hands-on experience where young people participate in the various vocational activities. For example in the catering clubs, they are able to bake and even sell cakes. Those in cool farming are now processing honey because they were able to put up bee hives.

We have worked with schools to create time for students to exploit these skills and also partnered with locals in these disciplines to impart more knowledge and practical skills to the students.

Teachers have also been trained to ease the running of these clubs which ensures sustainability of the clubs. Students enjoy the practical nature of the model because it keeps them engaged and this has boosted retention in schools.

We collaborate with local leaders in the implementation of these initiatives including the community development office of Arua District Local Government and their structures at the sub-county. For instance since the NUSSEEP project deals with schools, the establishing of school clubs and the training of teachers, we have been liaising with the education office at the districts both for training and monitoring activities.

Another key element of ICT for youth is the internet Now project run by SINFA, we have been in close collaboration and usually organise learning visits to their Super Center in Gulu for practical work especially in the area of data communications technology.



STUDENTS ENJOY THE PRACTICAL NATURE OF THE MODEL BECAUSE IT KEEPS THEM ENGAGED AND THIS HAS BOOSTED RETENTION IN SCHOOLS.

Jean Christabel Asipkwe, Executive Director CEFORD







Although the youth in Uganda are the majority, they are not meaningfully engaged in the social economic and political decisions that affect them.

Youth Voice Initiatives aim at empowering the youth to be influential and at the centre in all aspects of decision making at all levels.

Young@Heart

Young@Heart implemented in partnership with UYONET ensures that young people are at the heart of developing youth programs. This is through a series of labs; exploration lab, innovation lab and campaigning lab where youth identify the challenges they face, develop innovative solutions and engage stakeholders and duty bearers in advocacy to promote appropriate initiatives that work for them.

Youth Livelihood Champion and Mentorship

Youth Livelihood Champion and Mentorship initiative implemented in partnership with UYONET, enhances livelihoods through advocacy, knowledge and skills development which are integrated with youth working closely with peer champions and mentors to translate into improved livelihoods.

The project's main objective is to develop a thriving youth support system through the champion/mentorship between youth, the local economy and the mentors so that youth can access increased opportunities for productive engagement in societies/communities.

Voices for Youth transformation.

This initiative is being implemented in partnership with UYONET. The overall objective of this project is to contribute to the improved access to sustainable livelihood means of the young people in Uganda through engagement in policy advocacy at national level.

MOSES AKUMA ODIMS

Team Leader WYNET - Arua District

We have been co-coordinating activities of Young @ Heart in Arua and in our intervention, together with UYONET we targeted two youth groups, that is FIZORI and MADIBA.

FIZORI engages young people using film to bring out issues that affect youth to inspire and bring about change.

MADIBA is a group of young people who have been in the area of self-employment, buying motor cycles which they rent to each other. The person using it remits a certain percentage of the money from its use to the group and keeps the balance for himself.

As the network, we were interested in how these people are able to perform without any outside support and also to engage them in speaking to fellow young people on issues that affect them and the development of their communities. Under Young @ Heart we implemented several activities like trainings on how to use their phones to collect data on issues of

unemployment, poverty and corruption. This led to youth engaging with their youth leaders and debating on how these issues of unemployment, corruption and poverty should be solved and this has led to some of them participating in elective politics. A case in point being one youth contesting for the position of L.C 3 chairman, another is a female representative in the municipal council. This can be attributed to the inspiration gotten through Young @ Heart.

They were also involved in advocacy skills training which has helped empower them to communicate and bring out the issues that really affect them, issues of neglect, negative attitude from the elderly people and misrepresentation.

There was also a social art competition in which we were interested in getting the young people to demonstrate through the arts, issues around unemployment, corruption and poverty. MADIBA won and we gave them a gift of a goat which they gladly took and this

also enhanced expansion of ideas and the unity among the different groups.

Recently we got funding to support MADIBA and FIZORI. FIZORI chose to act a film about unemployment, corruption in the health sector and education and we hope this film will be an advocacy tool on corruption and unemployment, and to challenge youth to engage in self-help projects that can uplift their standard of living. MADIBA chose to boost their video library business that sells and rents out movies.

In the implementation, girls were mostly targeted and 100 in total were reached sensitizing them on issues like sexual harrassment and teenage pregnancy.

My message to the young people; dig deep, find out what gift or talent you have and exploit it.

We are grateful to Oxfam for having been able to reach out to these youth groups.









AGRIBUSINESS FOR YOUTH

At more than 85%, agriculture is the single largest employer of human resource in Uganda. Even though agriculture would be one of the viable economic ventures to address the high unemployment levels, most youths are not involved for a number of reasons including perceptions, access to land among others.

The **Cool Farming** Initiative implemented with YADEN works to reverse this trend by making farming attractive, accessible and gainful for youth. A change of attitude is promoted through reduced negative narrative about farming and engaging in creative, inspirational and innovative methodologies.

Cool Farmers are organised in groups (Youth Platforms of Opportunities (YPOs)) where they have been and are being empowered to engage community leaders to access land and other factors of production. Youth learn new farming methods and technologies, enabling them to viably engage in farming and earn a decent livelihood through establishing agribusiness enterprises.

In these groups they engage in bulk production, value addition, marketing, saving and credit facilities thus making farming attractive accessible and gainful.

On average more than 50% of primary and secondary school students either drop out or do not transcend to Post Primary Education and Training (PPET) or post-secondary training and higher education. In all this, girls are more vulnerable.

The Northern Uganda Secondary
Schools Engagement and
Empowerment Project (NUSSEEP)
implemented with YADEN and CEFORD,
aims to increase the livelihood
opportunities for youth by ensuring
that upper primary pupils and
secondary school students leaving
or dropping out of school have the
necessary or basic vocational and life
skills to enable them to earn a decent
income and positively contribute to
social-economic progress as they
enter the labour market.

The NUSSEEP initiative runs on the edu-innovate concepts that seeks alternative vocational skills and life/issue based skills provision for young people within the educational system. It mainstreams life and vocational skills into education using an innovative approach that uses school clubs which are very popular in Uganda and restructures them into edu-innovate clubs where life and vocational skills that youth need to find employment once on the labour market are mainstreamed.

The edu-innovate clubs create a more preferred environment than the classroom setting. Some of the projects that students are engaged in include building & construction, confectionery, Bee Keeping and Honey Processing, Art & Design among others.

Okello Shadrach Musoke, Farmer, Nwoya District

OKELLO SHADRACH MUSOKE

Cool Farmer - Nwoya District

Shadrach Musoke is a resident of Anaka Town Council, Nwoya district and secretary of Apo Wiki youth group.

After his senior four, he was unable to continue with his education which prompted him to join the Cool Farming training with YADEN and this has changed his life.

From the training, Shadrach was able to put the skills and knowledge attained into practice, planting 7 acres of rice from which harvest he got 3,000,000 shillings [\$800] which he says he used to pay his bride price and is now happily married with two children.

He has also acquired four heads of cattle, two of which are bulls that he uses for ploughing his garden and also hires out to plough other people's gardens at 80,000 shillings (\$22) per acre.

Shadrach however maintains that there are still some challenges like lack of a steady market for their produce which affects their income. But despite this, Shadrach says that he will continue with farming because what he has achieved motivates him.

His advice to his fellow youth is to join farming because it is a lucrative business.







EMMANUEL ABURA

Entrepreneur - Abim District

I am Emmanuel Abura a member of REPKIN YOUTH GROUP. We were trained by UYONET in skills of running a business and writing business proposals.

After the training I got the courage to open up my own business since I had some little capital. I decided on Salon business since I had the skills and realised an availabilable market in Abim Town. With the small capital and the knowledge I had acquired, I rented out space in town, and with the remaining money, I bought the equipment and have been in business since.

One of the things I learnt from the training was that business involves risks. This though should never be a hindrance and one should never give up.

Other skills that we received as a group were research and how to carry out needs assessments as a foundation for starting businesses.

Another advice to the youth is we should not be job seekers only, but we should also consider self-employment. It keeps you busy and makes life easy. Personally I was fearful to start a business. The way I maintain my business is by ensuring that my

machines which I regard as my assets are always in a good condition.

My income per day is between Shs. 30,000 (\$8) and Shs. 40,000 (\$13). When my business started to grow and I had more customers, I hired another worker whom I pay 50,000 (\$14) per month and this is part of my monthly expenses which include rent, a trading license and electricity.

I have benefited from this business and now participate in a savings group in my village. I am also able to offer some financial support towards the education of my brother's children.



MY INCOME PER DAY IS DETWEEN 30,000 AND 40,000 MAKING MY MONTHLY INCOME OK

Emmanuel Abura, Entrepreneur, Abim District



Oxfam working with partners within the different youth interventions uses approaches such as WE CAN and GALS to tackle domestic violence and other gender related issues that limit the participation of especially female youth. WE CAN is a campaign towards building a movement of women and men that denounce all forms of gender based violence in their lives and communities. GALS (Gender Action Learning System) is a methodology that empowers women and men to imagine the futures they want and together embark on finding solutions to achieving those visions.

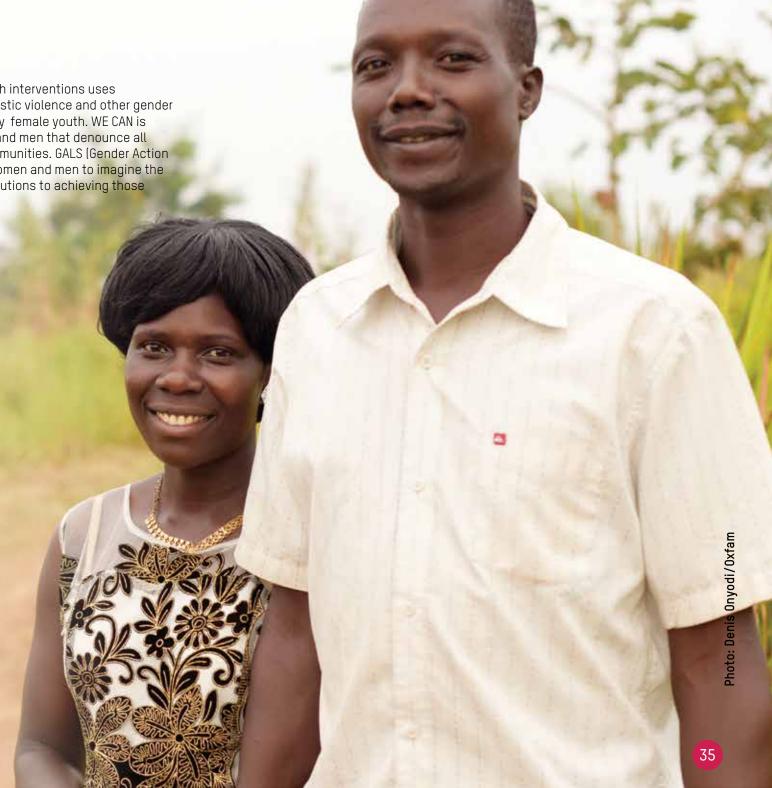
ABALO JACKLINE JUDITH

Participant, WE CAN - Nwoya District

I joined the WE CAN group two years ago. What drove me to join the group were the marital struggles i was facing at home as well as the desire to improve on the welfare of my family. I later convinced my husband to join the group.

As i speak, I am now happy in my marriage because i no longer face domestic violence.

My husband and I are now working together using the farming skills we got to produce enough food for the family.





KHEVINE ABER

Beneficiary, SINFA - Gulu District

26 year old Khevine is one of the victims of the decades long insurgency in Northern Uganda and this greatly affected her early childhood education, in a region where drop out rates amongst girls are generally high ad where cultural beliefs dictate that the education of the girl child is not priority.

According to Khevine, she grew up in a broken family, characterised by a lot of domestic violence; her father divorced her mother and re-married. But when her father passed on in her teenage years, the family experienced a lot of financial difficulty and she had to engage in agriculture to see herself through school.

She joined SINFA Uganda through an application for the ICT training program where she met a friend who introduced her to Oxfam Uganda's "WE CAN" campaign which focuses on reducing violence against women. Since she was from a violence affected background, she quickly joined the advocacy arm of the programme and was soon active on outreaches talking to people about the dangers of domestic violence.

This provided her a source of income to support her livelihood.

My advice to the youth especially is to work with determination in their work.



MY ADVICE TO FELLOW YOUNG WOMEN ESPECIALLY IS TO WORK WITH DETERMINATION

Khevine Aber, Gulu District









Why the focus on the youth?

From the analysis that informed our Country Strategy, it was very clear that the youth are a big part of Uganda's population. Almost 50% of our youth are under the age of 15 and about 78% is under 30 years. This confirms that the biggest potential in the country is in its female and male youths. They represent the biggest potential and are the future of the country. They are also a bigger asset in terms of energy, creativity and the ability to learn new things and as such be part of the transformation of the society. It is for this reason that the youth form a critical part of Oxfam's vision of a world without poverty. It is also why Oxfam argues that government programs, budget allocation and investment be well targeted at these groups.

On the different models that Oxfam and partners are implementing;

We are modeling different but complimentary approaches all with the purpose of showing a route to scale. The biggest sphere is on the education system for the country for example looking at the content; is it relevant, is it empowering, is it going to make the youth create their own jobs, and are there linkages with agriculture which

represents the country's biggest opportunity for employment?, Are the skills acquired responsive to the needs of the country? Oxfam believes that the quality and content of our education system must be one that builds citizens that are empowered, employable and confident to engage with their own society as well as with the rest of world.

We look at the opportunities that are coming out of the emerging digital age, issues of ICT skills which will not only be useful in their localities but also to them as part of a global citizenry.

We also try to model an education curriculum whose content empowers learners with life skills so they are able to communicate more effectively, to ask, demand for their rights, to engage in the political, governance and policy design processes. For instance, if they represent about 70% of the population then that needs to be reflected in the diversity of leadership we have in the country. Ideally, success does not only depend on the technical skills acquired, it also hinges on life skills, the ability to negotiate and the confidence to engage.

What is the way forward for these youth projects?

When you look at the ICT innovations and the pilots we have done, for example approaches like The Northern Uganda Secondary Schools Education program (NUSSEP) which engages youths that are in and out of school, the initiatives on agribusiness models and value chains, internet now for youth employment, all these are not going to be meaningful if we keep them localised.

Together with our partners, we are keen to follow up on discussions with relevant stakeholders so that on the basis of the evidence generated from the different model initiatives such as NUSSEP, cool forming and the respective ICT enterprises, we can inform the national curriculum and the vocational skills program. We are keen for example to work with the Ministry of ICT to leverage on opportunities for business process outsourcing and of micro work.

The way forward for us is to document this very effectively, and identify entry points to work with other stakeholders, mostly policy makers and see how they can be scaled up and integrated into the broader national education system
We have and will continue to generate the right evidence, building knowledge, documenting it as the agency for influencing and engagement, mostly with national actors but also businesses, local authorities, political leaders and everyone else so that we can be able to integrate these into the national and regional policy frameworks. It should not be a localised agenda it is as much a national issue as it is a global one.











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