Workshop Report
Youth: Linking Policy with Participation

23-27 November 2006
Flamenco Hotel
Cairo
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Disclaimer:
The report was prepared by Hany Samir Labib Giirgis and Eman Boulis Naeem, under the supervision of Mariam Sayed Ahmed and Inés Huwe, World Bank. The findings, interpretations, and conclusions expressed herein do not necessarily reflect the views of the Board of Executive Directors of The World Bank or the Governments they represent, GTZ, UNICEF, Glocal Forum, ILO and YEN.
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Executive Summary

Background

The issue of youth participation in developing national youth policies in the Middle East region has recently attracted increasing attention. Some countries in the region have witnessed growing youth participation, in scope and depth.

In Egypt, a network of youth organizations, the Egyptian Youth Consultative Group (EYCG1), was created in 2006 as a mechanism to allow active and sustained youth involvement in the current development process of the National Action Plan (NAP2) on Youth Employment. As a Lead Country of the Youth Employment Network (YEN)3 Egypt acknowledges the importance of the participation of young people in the development of a national plan that will formulate actions to address youth employment. Thus the EYCG is officially endorsed by the Ministry of Manpower and Migration (MoMM) and supported by the National Council for Youth (NCY).

However opportunities for youth to participate actively in policy development are still few in Egypt and in the region and youth lack knowledge on the participatory processes and experience in dialoguing with adult decision makers. As part of the endeavor to motivate and encourage youth to participate more at the national level a partnership was made between UNICEF, GTZ, ILO, YEN, the Glocal Forum and the World Bank to support the development of the EYCG which could serve as a role model in Egypt and in the region.

The workshop

In partnership with the EYCG these institutions organized the capacity building workshop “Youth: linking policy to participation” from November 23 to 27, 2007. The workshop was planned as a response to the needs articulated by EYCG members. But it also aimed to follow up the recommendations developed at the youth sessions of the fifth MENA Development Forum, held in April 2006 in Beirut. At this forum youth discussed obstacles and solutions for more youth participation in economic, social and political reforms in the region and the lack of knowledge on how to interact with decision makers was one of the key needs identified.

To strengthen the exchange of local and regional experiences the workshop brought together members of Egyptian youth organizations and youth groups and youth representatives from youth organizations from Algeria, Jordan, Yemen and Djibouti.

Objectives of the workshop:

- Provide youth organizations with knowledge on the conceptual framework and process of national policy development in general and on the potential of young people’s participation in the process in particular.
- Provide skills and tools for channeling national youth participation in policy formulation, implementation and monitoring and thus consolidate youth representation in decision making committees.

1 For more information on the EYCG see Annex III
2 For more information on the NAP in Egypt see Annex IV
3 The YEN is a network that brings together the assistance of the ILO, the UN and the World Bank, as well as other specialized agencies. It emphasizes the importance of the participation of young people in the development of a national plan that will formulate actions to address youth employment, while committing the issue at the highest political level. Egypt became a lead country in 2003 and committed to take leadership in addressing the youth employment challenge through the development of a NAP on youth employment.
• Provide knowledge on important concepts such as Human Rights, Good Governance and Asset-Based approach.
• Provide a platform for regional exchange on youth participation and its possibilities to contribute to development in the MENA region.
• Strengthen regional youth networks and their capacity to cooperate and exchange relevant information.

Using the ongoing development of the NAP on youth employment in Egypt as a case study, the youth had the opportunity to apply the presented theories and tools immediately. At the same time, this exercise provided the chance to:

• Inform a broader group of youth (national and regional representation) of the activities of the EYCG, as a unique mechanism for youth participation that is recognized by the Government in Egypt.
• Provide Egyptian youth groups the possibility to learn about the EYCG and join the network.
• Provide the EYCG a chance to evaluate their mission and activities by reviewing them with a broader range of youth groups.
• Raise awareness of the NAP on youth employment as a development priority for Egypt and countries of the MENA region while encouraging the participation of a broader range of stakeholders in the process.

Methodology

The workshop was preceded by a series of meetings with youth activists, members of the EYCG, as well as representatives of the workshop organizers to define the concept, structure, requirements and outputs. Based on this, several key topics were highlighted during the workshops: the concepts of youth and related age-specific characteristics, the conceptual framework for youth participation and national policy concepts taking into account the role of youth organizations and groups as well as civil society organizations, the private sector and international aid agencies. To cover the theoretical dimension, discussions also tackled the Human Rights and Asset-based approaches. In addition, the concept and characteristics of good governance were analyzed in relation to the nature of the interaction of youth groups. In this context, the importance and role of the EYCG in Egypt were analyzed. Institutional capacity building sessions on organization, planning and communication were also provided. The capacity building and training activities were implemented by a lead trainer, Mr. Kamel Nabulsi, a recognized expert in the field of youth empowerment and participation and co-author of the youth participation tool-kit developed by UNICEF for the MENA region. Parts of the workshop were based on this tool-kit. To facilitate strong youth participation, the young people were asked to apply the inputs given during the plenary sessions in small working groups. Outcomes of every group were then presented and discussed in plenary sessions. To monitor the participation of the youth, a participation map was drawn each day.

Workshop outputs:

• Youth trained on theoretical, institutional and thematic level
• A matrix of resources available within the youth organizations
• An action plan on how youth can contribute more effectively to the development of the NAP on youth employment4.
• A proposal and implementation strategy for a youth-led regional, informal information network on youth participation5.

4 Annex V
5 Annex VI
As part of efforts exerted to implement the action plan, on the last day a dialogue with representatives of key stakeholders was organized, which included the MoMM, the NCY, technical and financial partners (bi- and multilateral) and UN agencies and programs. During this dialogue common grounds were set to enable the attending organizations to play a key role in the EYCG’s work and become important partners in supporting youth participation in the process of national policy development. Outcomes of this last workshop session were:

- The NCY offered to support the EYCG actively through their youth centers in their “My Right to Know” campaign, which aims to inform youth on employment issues. It was also agreed that the NCY and the EYCG would exchange information on a regular basis to identify synergies and common activities.
- The representative of the MoMM reaffirmed the mandate of the EYCG and accepted to organize a meeting with H.E. Aisha Abdel-Hadi. Also the possibility to allocate resources for the group would be explored.
- Unicef agreed to support the planned campaigns and post-campaign follow-up while ensuring how the outcome of the campaigns could also benefit the development of the National Youth Policy. It was also agreed that Unicef would give members of the EYCG the opportunity to participate at different capacity building workshops they organize to strengthen the development of the group.
- GTZ and The World Bank both agreed to finance a consultant who will assist the group to finalize their governance and working structure in the next months. Depending on the current needs of the youth group, the trainer will also organize small workshops on identified topics. GTZ will support the training courses and keep on supporting the group with technical assistance and organizational support.
- The World Bank invited the youth to actively use the information and data center at the Cairo World Trade Center and the Development Information Centers at the Planning Institute, Alexandria Bibliotheca and Assiut University. In these premises, they would also have access to computers and the internet. The WB will also realize a survey on youth associations and youth groups working on issues concerning young people. Together WB and GTZ will organize two workshops in Upper and Lower Egypt together with the EYCG. The workshops will be based on the capacity building needs identified through the survey and will also serve to inform the youth in less urban areas on their possibilities to participate in policy development. The workshops will also offer an opportunity to strengthen the youth network and thus facilitate the consultation of youth.
- Glocal Forum offered its support for the creation of a web based regional network.
- ILO and YEN reaffirmed their commitment to support the youth logistically and to link them to other youth groups worldwide working on the same issues. The YEN Young Professional Program Associate based in the MOMM will intensify its work with the EYCG to facilitate their access to information and knowledge on the policy development process.

The workshop was instrumental in improving the task and duties of the EYCG as it provided them with an opportunity to review their past performance by identifying their strengths and weaknesses. Further, the Group built up a network structure for youth organizations and groups throughout Egypt. A matrix of resources available with such groups and organizations was developed in order to make use of them in planning and implementing their Action Plan. It is worth mentioning that this activity served to bring to the fore the enormous potential of youth groups and organizations, which can contribute to changing the stereotype of youth organizations from entities just awaiting finances to resourceful ones, if their resources are effectively utilized. In addition, the participation of youth from the MENA region as well as that of the president of the European Youth Forum and representative of the Youth for Development and Peace Network (YDP) enriched the discussions of the workshop with their added experience and exchange of ideas and best practices.
The trainer initiated the workshop by presenting the theoretical framework for the youth training, which he summarized in five key questions. These questions were going to be answered throughout the workshop.

**Definitional Framework of the Workshop**

The approaches used to define the framework are:
- Resources-based approach
- Human rights-based approach
- Good governance approach
- Life cycle-based approach

**The Egyptian Youth Consultative Group (EYCG)**

Since the possibilities of action of the EYCG served as the case study for the workshop, the evolution of the group and their activities from February 2006 until November 2006 was delineated by a timeline approach. The most important stages were:
While sitting in a “fish bowl” the active youth representatives of the EYCG elaborated in discussion with the new members on a SWOT analysis of the group’s strengths, weaknesses, opportunities and challenges. This interactive form of SWOT analysis allowed the new members to fully understand the difficulties and constraints the EYCG was facing.

Outcomes of the SWOT Analysis:

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Initiative is youth-led</td>
<td>- Absence of a clear plan of action</td>
</tr>
<tr>
<td>- Enthusiasm and commitment</td>
<td>- Individualistic approach by some participants</td>
</tr>
<tr>
<td>- The expertise of participating institutions (on employment issues)</td>
<td>- Lack of teamwork experience</td>
</tr>
<tr>
<td>- Qualifications and skills</td>
<td>- Slow implementation and follow-up</td>
</tr>
<tr>
<td>- The belief in voluntary work</td>
<td>- Lack of a clear mechanism to reach out to all new youth, particularly in diverse Governorates</td>
</tr>
<tr>
<td>- Representation from various bodies</td>
<td>- Weak representation of other Governorates (Sinai)</td>
</tr>
<tr>
<td>- Communication skills</td>
<td>- The withdrawal of some members (weak participation)</td>
</tr>
</tbody>
</table>

The rest of the participants

The rest of the participants
<table>
<thead>
<tr>
<th>Opportunities</th>
<th>Challenges</th>
</tr>
</thead>
<tbody>
<tr>
<td>- A mechanism to renew the group</td>
<td>- Little knowledge and experience with similar structures</td>
</tr>
<tr>
<td>- Support from official bodies</td>
<td>- Fear of conflict of interests</td>
</tr>
<tr>
<td>- Benefiting from the workshop to make better use of the capacities other</td>
<td>- The gap between preconceived notions and the actual work of the group</td>
</tr>
<tr>
<td>organizations can provide</td>
<td>- Strong belief in structure over substance</td>
</tr>
<tr>
<td>- Possibility to reach out to decision makers through partners</td>
<td>- Weak cooperation and networking (could also be a weakness)</td>
</tr>
<tr>
<td>- Variety of partners</td>
<td>- Abolishing the group upon a Cabinet reshuffle</td>
</tr>
<tr>
<td>- Forum for youth issues</td>
<td>- Exclusive reliance on formal, rather than non-formal, legitimacy</td>
</tr>
<tr>
<td>- Agreement by the authority to participate</td>
<td></td>
</tr>
</tbody>
</table>

Following a group coaching methodology the youth of the outer circle developed a list of the things that need to be stopped, to be started and to be continued:

**What do we need to stop**?
1. Stop feeling a lack of self confidence
2. Stop thinking of representing “my association” only
3. Insist on representing my organization and not myself

**What do we need to start**?
1. Work towards building our capacities
2. A media campaign about the idea, advocacy work
3. Enlarge membership of the group
4. Put the idea of “participation in policy development” into effect for it is not a gift but a “right”
5. Work on clarifying the vision
6. Knowledge sharing and exchange experiences
7. Analyze the roles of the partners
8. Determine the framework
9. Launching a consultation program (experts, youth)
10. Media – hotline – electronic mail
11. Prepare information material for youth, societies, and all concerned parties
12. Create a ‘coordinator’ job to assist group with carrying out the group’s work plan
13. Accountability

**What do we need to continue doing**?
1. Work on clarifying the legitimacy issue
2. Continue with enthusiasm, willingness and ambition
3. Persist in representing the youth

The first day ended with the facilitator asking the participants to divide into four groups each having a specific role during the following days of the workshop:

- **Group 1**: Observers whose role was to draw up a participation map (how many times an individual participated – what were the transformation points of the dialogue)
- **Group 2**: Observers whose role was to observe and trace changes in the group’s thinking for presentation during the following day
- **Group 3**: Entertainment and games group to design the breaks
- **Group 4**: Time keepers
**Day 2 – Friday 24.11.06**

*Daily review:*

The group of observers presented the key elements for a successful workshop based on their observations:

- **Effective participation**
- **A logical sequencing of issues**
- **Freedom in expressing one’s views**

The participation map showed that 95% of attendees participated once, whereas 80% did more than once. Many of them had views that marked notable turning points.

**Youth and Participation**

Day two focused on the concepts of youth participation and policy development. Guided by key questions the youth started this session by defining the term ‘youth’ from different perspectives. Taking into account different contexts, interests and backgrounds a variety of definitions for the term were found. The young people concluded that the term ‘youth’ needs to be defined every time in the context it is used, as it can not be reduced to a certain age group, as it is done for policy development (e.g. Bahrain (12-30) and the United Nations (14-35). Youth has to be defined in a way that takes into account the people dealt with, so that policies targeting this group can be more effective and capable of attaining the desired results. For them a definition must take into account biological, social, economic and physiological implications. If not, large groups of youth can be excluded. Based on these dimensions three *transitional phases* could be identified that mark the end of the *youth period* in a person’s life:

1. starting an independent life away from the family
2. finishing education
3. entering the labor market and starting one’s future career

Participants were then divided into small working groups to study two stories of success that underline youth participation from Jordan and Bahrain. Having examined the outcomes of the two stories, the group concluded that the success of those two initiatives can be attributed to:

1. their interest in exchanging the expertise they acquired
2. their determination to succeed
3. the idea of the snow ball effect (a humble start that grows bigger as time passes and efforts are exerted)
4. the impact of training on trainees
5. their effective participation and initiative-taking
6. their growing faith in the value of their work
7. the importance of strengthening youth’s self-confidence
8. the importance of self-motivated initiatives
9. their risk-taking
10. the relation between needs and the creation of opportunities
11. bridging inter-generational gaps to avoid conflicts of interests
12. their understanding of their rights and responsibilities
13. developing strategies to achieve objectives
14. including marginalized groups
15. the importance of creating an environment convenient for partnership
16. clarity and transparency
17. honesty and moderation

Summarizing the reasons for success identified by the youth the moderator put them in relation with Hegel’s philosophy of the development of history. Hegel describes the development of history as a
spiral progression, which with regard to youth participation hinges on three magical words:

*Opportunity - Capability - Supportive Environment*

Through a structured discussion, the youth worked on the importance of participation in general and youth participation in specific.

**What are the characteristics of participation?**
- It is a “right” and not a “handout” from anyone (youth should not be deprived of it)
- It is voluntary and not mandatory
- It is a key component, not an accessory in programs
- Depends on the growing capacities of youth and takes various forms
- Depends on interests (areas of interest for youth)
- May also take place if it is refused (youth can also participate when their comments are rejected)
- Does not ward off the role of seniors and their experience

**What is the value of youth participation?**
- It is a right and a objective, regardless of whether it brings along other benefits
- It is a provides an opportunity for personal development
- Boosts the efficiency and sustainability of programs and projects
- Leads to better service of community
- Reflects what young people want
- Embodies the true meaning of democracy
In summary the group agreed that youth participation is the contribution of youth towards influencing activities, actions and decisions taken by the authorities.

How can youth participate in exercising power?
- By obtaining the correct information at the right time
- By having open communication channels with and among each other
- Representation through the society’s different institutions and assemblies
- By determining the agenda and its effectiveness (no passiveness should be in the agenda towards reaching decisions)

The moderator then presented and discussed the general framework of opportunities and the supporting environment in the process of participation.
Day 3 – Saturday 25.11.06

Daily review:

The observers group stressed that work groups were effective, as participation grew and discussions handled topics effectively, a matter which resulted in a higher level of participation than that of the day before. Also, case studies from Arab countries will have an impact on the Egyptian experience. Additionally, the participation map was displayed emphasizing the following concepts:

1. Participation is a right and goal
2. Performance, and not people, are subject to assessment
3. In dealing with youth, they should be addressed collectively
4. “I work with you, therefore I am a servant.”

Youth Participation and Policy Development

- Youth participation – how does it work?

Renaldas Vaisbrodas, President of the European Youth Forum (EYF) and representative of the World Bank supported Youth Development for Peace Network (YDP)\(^6\) described his experience in becoming the president of the EYF to illustrate the structures through which youth participation is implemented in the European Union. Starting from the very grass root level (class speaker) he passed through the School Union, the local community youth committee, his countries national youth council before becoming the president of the European Youth Council.

Based on his experience he stressed that cooperation between the different stakeholders is vital for success. The bigger the group of youth he was elected to represent, the bigger the need for cooperation between different types of youth organizations, specially the: MONGO (My Own Non Governmental Organization), GONGO (Government Oriented NGO), FONGO (Funding Oriented NGO).

He also stressed that cooperation is the only means that yields results in a participation-based approach; as participation is both youth’s right and responsibility. Among the notable principles and slogans that youth representatives upheld were “Nothing about us without us”. Youth must be part of any process that concerns them. Youth are not a problem, rather a significant asset. They constitute a power that should be reckoned with and committed young people need to figure out the proper way to present themselves in society.

He proceeded to present the mechanisms of participation. As an example he presented the election mechanism in the EYF and the structure of the governmental team that works with them. All work is coordinated in a committee which is composed by eight youth representatives representing the Forum, and eight representatives of the European Council. At this committee youth and adults have the same rights and responsibilities.

Linking the cornerstones of participation in policy development he created the **Youth Triangle**. This triangle illustrates that all three components are indispensable for successful youth participation

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\(^6\) For more information on YDP see Annex VII
To describe how youth participation can make a difference when properly implemented, he presented an example from the related to youth unemployment. He noted that the topic has been frequently revisited in pursuit of a solution. The EYF managed to come up with a solution with the EU, whereby each of the parties concerned would lay down a plan of action to change the status quo. Thus, they focused on a few basic points, such as:

1. Capitalizing on human resources
2. Re-training programs
3. Launching projects for youth
4. Adopting the one-day work scheme (where a young person would work at any institute for a single day, get paid and donate the pay to the university to help a student in need. That way, three parties stand to gain: the employer, the volunteer and the university student)
5. Training marginalized youth
6. Considering setting up organizations to develop youth capacities

To finalize, Renaldas emphasized some points that are fundamental for the success of youth participation:
- Clear organizational structures and mechanisms
- Joint management
- Mutual interests and benefits between government and youth
- Youth representation in governmental councils
- Creative ideas

**A national action plan – what for?**

For the purpose of clarifying the NAP on youth employment, the facilitator discussed the significance of policies and the concept of national action plans in general with the youth. Main outcomes on the function of national youth policies were:

- Articulate the viewpoints of the youth in regard to the development process
- State the method or mechanism through which the process of youth participation is administered and organized
- A hands-on declaration of the priorities and trends that a given country plans to adopt with a view to recruiting young people

Hence emerges the importance of considering options and alternatives and choosing the best among them to get to know about institutions and their roles, and shed light on issues related to youth, and also to secure consensus in passing decisions that match youth views and meet their needs.

**A National Action Plan – who is involved and why?**

Participants were then divided into working groups to discuss the importance of the national plan from different perspectives, namely: government, private sector, civil sector and youth.

- **For the Government, a national policy on youth:**
  - helps achieve the government objective, viz. offering youth better services
  - is concrete evidence that the government takes interest in and prioritizes youth-related issues
  - leads to integrating visions of development work in areas related to youth and encapsulating them within a feasible framework
  - results in making optimum use of resources, whether they belong to the government, or to other institutions such as service-providing institutions or the private sector
  - contributes to setting realistic expectations related to the nature of the government role in creating a safe environment that supports youth and one that is based on actual unexaggerated potentials of the government
- constitutes the basis of assessing programs designed for and services offered to youth, whether by governmental or non-governmental bodies
- sets a clear example of how the government can engage youth in the process of decision-making, concerning issues of interest to them, and on the highest level of national importance

  o For the Civil Society, a policy on youth:
    - is considered an excellent opportunity for civil society organizations to lobby governments and regimes through their participation and enhancing their negotiation position
    - underpins the importance of pluralism, rather than governmental autocracy, in developing national policies
    - boosts the principle of expanding grass root political participation and the drive toward pluralism-based democracy

  o For Youth, a national policy on youth:
    - reflects recognition and prioritization of youth issues, which entails allocating adequate resources to handle them
    - helps define their problems and find suitable solutions for them
    - guarantees fair distribution of the resources of the government and service-providing institutions to meet the needs of youth of all ethnic, religious, and sectarian groups
    - warrants inclusiveness in meeting youth needs and taking their aspirations into consideration
    - constitutes a platform for voicing the value of their participation in decision-making on the national level

  o For the Private Sector, a national policy on youth:
    - helps determine youth needs and views, which, in turn, helps the private sector understand the needs of the largest category of consumers, and hence develop its business and increase profitability
    - contributes to developing youth skills and building their capacities, through implementing the Youth National Policy, which will result in a qualified and well-trained workforce in the future, hence reducing the cost incurred by the private sector in training its personnel, particularly the young staff
    - offers youth development options, which creates a friendly environment for developing business

  • Youth Participation - How to develop a National Policy?

The approach normally employed to develop a policy in most countries is the problem solving approach. It depends on:
- Defining the problem
- Analyzing the contributing factors
- Studying and analyzing proposed solutions
- Developing a plan of action

Going back to the examined case study on Bahrain, the youth determined the different phases of policy development:
- Data gathering
- Integration and first drafts
- Consulting concerned bodies for approval and promotion (approval of government and legislative bodies)
Recommendations to develop youth participation in National Plan development:
- Nominating associations, particularly youth associations, that can be dealt with, since they are capable of targeting youth, mobilizing participating sectors, voicing youth hopes, aspirations and problems to concerned bodies, in addition to their supervisory role,
- Media
- Information distribution by presentations

Participants developed ideas to enhance participation and spread the knowledge on the existence of the Youth Consultative Group, which, in turn, supports the NAP. The most notable among those ideas were:
- Accessing the radio
- A promotion campaign that starts with member associations
- Awareness-raising seminars
- Creative ideas for youth (through asking youth in order to elicit their suggestions and derive an outcome to be published in a paper).

Day 4 – Sunday 26.11.06

Daily review:
Day four began with a presentation of the observers group, in which they emphasized that work groups were effective, as they revealed the role and interests of each sector, viz. the government, private sector, civil sector and youth. Through their involvement with youth, participants can variously express their needs, through rephrasing for instance, in a manner that matches the cultural dimension. Ideas were also well crystallized.

In order to prepare the youth for their work on a youth action plan to support the development and implementation of the NAP on youth employment, the trainer briefly reviewed the contents from the last days, giving special attention to the framework of participation in which all basic thoughts are summarized. The conceptual framework of participation defines the basis of participation, who should participate, relations among participants, the objective and timing of participation. It is based on: human rights, good governance, gender and resources-based approaches.

Following this review the participants had to develop a list of items to be reviewed and discussed using two principles: i) the principle of the youth getting involved in participation at an early age – and ii) the principle built on the social dimension in developing and implementing plans and programs. The two review lists culminated in important principles:
1. Giving youth an opportunity to express their visions and aspirations
2. Striking gender balance and social balance in activities
3. Applying the transparency principle through the use of documentation to guarantee that correct and accurate information is obtained

The Importance of Communication

Renaldas Vaisbrodas reviewed the experiences the EYF has made in the area of communication. He introduced the topic by referring to research on how youth spend their leisure time and the resources available to them. The study showed that youth choose to spend their spare time doing three main activities; watching television, meeting friends and playing computer games. These facts show that youth do not only need to be offered good alternatives to these activities, but that they also need to be marketed in a proper way. Activities which have the aim to commit young people e.g. in social activities are in rivalry with other leisure activities which are better known to them. Based on this he stated that the success of a youth organization can be measured by the knowledge of an average
person on the street on the activities an organization implements. Success is then tangible and clear and will attract more interest.

He also noted that due to the tremendous amount of information young people face every day, a message targeting youth has to be distinguished. When designing communication, the question to be answered is: how could we have our message penetrate this huge amount of information? How can it stand out given the huge flow of information?

This led him to explain the difference between a piece of information, a message and communication. Knowledge is what we “want” to convey to youth, whereas a piece of information is the message we “want” them to get through communication, which is actually the channel through which information gets across. Communication can be via a number of tools, either auditory, optical, readable, audio, visual or a mix of all them. Based on this any logo developed for a certain purpose needs to stress one objective and transmit a simple message.

Finalizing his input and leading over to the work the youth would have to do afterwards, namely the development of an action plan to contribute to the NAP he stressed again the importance of the fundamental need of good governance and other factors determining the success of action plans set by youth associations.

**Developing an Action Plan**

Participants were divided into different work groups to discuss different components of an action plan: capacity building, youth participation, information and communication and follow up and evaluation.

- **Capacity-building group**

  Objective: Enhance the capacities and abilities of EYCG.

<table>
<thead>
<tr>
<th>Activities</th>
<th>Timeframe</th>
<th>Person/body in charge</th>
<th>Potential financer</th>
<th>Resources</th>
<th>Needs</th>
<th>Documentation and verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Hold a course on society mobilization</td>
<td>3 days</td>
<td>ECYG</td>
<td>- CEOSS - YMCA</td>
<td>- A location - Equipment</td>
<td>- Trainer accommodation - Transportation cost</td>
<td>- Photos - A final report - Academic material - Registration list</td>
</tr>
<tr>
<td>2- Hold a course on negotiating with governments, private sector and financers</td>
<td>5 days</td>
<td>ECYG - ILO</td>
<td>- A location - Equipment</td>
<td>- Trainer accommodation - Transportation cost</td>
<td>- Photos - A final report - Academic material - Registration list</td>
<td></td>
</tr>
<tr>
<td>3- Hold a workshop on advocacy for employment</td>
<td>5 days</td>
<td>ECYG - GTZ</td>
<td>- A location - Equipment</td>
<td>- Trainer accommodation - Transportation cost</td>
<td>- Photos - A final report - Academic material - Registration list</td>
<td></td>
</tr>
<tr>
<td>4- Hold a workshop on presentation and</td>
<td>3 days</td>
<td>ECYG - UNICEF</td>
<td>- A location - Equipment</td>
<td>- Trainer accommodation - Transportation</td>
<td>- Photos - A final report - Academic material</td>
<td></td>
</tr>
</tbody>
</table>
### Youth participation enhancing group:

**Objectives:**
1. Expand the scope of participation
2. Find out youth views
3. Draw youth to participate (through motivation)

<table>
<thead>
<tr>
<th>Activities</th>
<th>Time frame</th>
<th>Person/body in charge</th>
<th>Potential financer</th>
<th>Needs</th>
<th>Documentation and Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Organize a training for five youth from each governorate on the idea, how to communicate what the committee does, and probing youth views</td>
<td>January 2007</td>
<td>committee member</td>
<td>National Youth Council - GTZ</td>
<td>Invitations - Training - Scientific evidence - Transportation - A specialist</td>
<td>The volume of youth participation in each governorate</td>
</tr>
<tr>
<td>- Organize training for two youth from University Students’ Union on the idea and how to communicate what the committee does.</td>
<td>February 2007</td>
<td>committee member</td>
<td>Ministry of Higher Education - National Youth Council - GTZ</td>
<td>Invitations - Training - Scientific evidence - Transportation - A specialist</td>
<td>The volume of university youth participation. - Posters and ads at universities through Students’ Union activities.</td>
</tr>
<tr>
<td>- Select two representatives from Specific Union for Youth Institutes, YMCA, Muslim Youth Association and Services Diocese, and form a team to promote the idea among these bodies</td>
<td>Dec 2006</td>
<td>committee member</td>
<td>Specific Union for Youth Institutes - YMCA - Muslim Youth Association - Services Diocese</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Draft a fact sheet by a reporter and print 1000 copies</td>
<td>Dec 2006</td>
<td>committee member</td>
<td>WB</td>
<td>A specialist - Printing facility</td>
<td>Youth participation turnout - Fact sheets</td>
</tr>
</tbody>
</table>
Sign a contact with Al Sawi Cultural Center (Wheel) and the Opera House to include the committee’s activities with their programs (bimonthly)

- A contract.
- A bimonthly committee meeting.

Information flow group:

Objectives:
1) Communicate the idea of the group to 10,000 citizens and young people
2) Provide youth with abundant information from concerned bodies which offer job opportunities
3) Determine youth needs (capacities/potentials) so that non governmental organizations can arrange for rehabilitation courses

<table>
<thead>
<tr>
<th>Activities</th>
<th>Timeframe</th>
<th>Person/body in charge</th>
<th>Resources</th>
<th>Needs</th>
<th>Documentation and Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Promotional meetings (as part of courses)</td>
<td>End of December</td>
<td>Sophia</td>
<td>Gatherings within Y</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Emails</td>
<td>January 2007</td>
<td>- Hossam - Nermin</td>
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<tr>
<td>- Surveys conducted at Ezbet Khairallah (Masr Al Qadima)</td>
<td>From December till end of 2007</td>
<td>- Susan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Promotional meetings within associations</td>
<td>From December till end of 2007</td>
<td>- Susan</td>
<td>- Beneficial association members. - Members of general assemblies.</td>
<td></td>
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</tr>
<tr>
<td>- Determine bodies concerned with youth employment, economy and networking</td>
<td>Visits starting from January 2007</td>
<td>- Ali</td>
<td>- Equipped halls - Lecturers - An organization team - Invitations</td>
<td></td>
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</tr>
<tr>
<td>- Sessions during the meetings FEPS Models</td>
<td>December 2006</td>
<td>- Nermin</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Surveys in 23 governorates</td>
<td>February 2007</td>
<td>- Sophia</td>
<td>Communicating with association Y</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Publicity through periodicals</td>
<td>January 2007</td>
<td>- Sophia - Nermin - Hossam</td>
<td>- Bulletin designer and editor</td>
<td></td>
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</tr>
</tbody>
</table>
- **Structural and governance group:**

  A structural regulation was laid down for the group – pending group discussion and voting – defining the group functions, formation and membership.

- **Follow-up and evaluation group:**
  
  o **Preview:**
    - review the Charter agreed on in NAP by all parties assigned to lay down the plan
    - present a draft (the proposed plan of action by EYCG) to parties assigned to lay down the plan which explains youth views and suggestions that go in line with the Charter.
  
  o **2-Follow-up:**
    - present regular reports through attending and following up meetings convened to develop the National Action Plan on Youth Employment and registering key points agreed on (SC-TC),
    - regular evaluation of the role of (SC-TC) committees, as well committee performance
    - follow up on views and suggestions of youth and youth organizations and submitting them to concerned bodies,
    - set up focus groups with the EYCG members, as well as youth, youth organizations, sponsors, etc.
    - document all activities via photos, video and reports
    - follow up with mass media that was party to coordination process related to laying down the plan
  
  o **Evaluation (tracking the impact):**

    Track and evaluate the impact in terms of: activities undertaken to achieve the objective and their timeframe.

    Consider the following:
    - Was the activity completed by the deadline?
    - Did the person in charge undertake his/her role in every activity?

    Track and evaluate the impact of (SC-TC) committees. Consider:
    - What outcome and ideas resulted from attending the meetings?
    - Is information being transferred with transparency?
    - Are youth views actually being delivered?

  o **Example:**

    | Activities                  | Timeframe | Person/body in charge | Tools of verification                                               | Documentation and Verification |
    |-----------------------------|-----------|-----------------------|--------------------------------------------------------------------|-------------------------------|
    | Train youth on communication skills | Two months | Training committee   | - Trainees’ application forms. - Certificates awarded to them - Photos - Reports | - Interviews with trainees (youth) - Focus groups for trainees |

In the afternoon and evening of this fourth day, the youth presented to the whole group the working group outcomes and task forces were built to draft their presentations for the last day. The outcomes of the different working groups were pulled together and Powerpoint presentations were prepared. During this last session the youth applied the knowledge acquired in the communication session by translating their objectives and activities in messages to the adult representatives of government, bi- and multilateral institutions.
The task forces met very early in the morning to finalize their presentations, present them to all participants of the workshop and incorporate comments and feedback into the final statements.\footnote{See Annexes III and IV}

**Closing Session**

In the presence of representatives of the MoMM, the NCY, GTZ, ILO, UNICEF and WB the youth outlined youth needs for effective participation in contributing to the development of policy, and explained how they want to contribute to solutions. While presenting their activities they invited the present organizations to contribute in different manners based on their knowledge, specialization and possibilities. After the presentation the youth invited the representatives to comment on their action plan and if possible to commit support to different activities.

All representatives welcomed the commitment of the youth to contribute to development of the NAP on youth employment, especially their commitment to reach out to youth to inform and consult with them. The NCY offered to support them in their “My Right to Know” campaign. It was agreed that the NCY and the EYCG would exchange information on a regular basis to identify synergies and common activities. The representative of the MoMM reaffirmed the mandate of the EYCG and offered to organize a meeting with H.E. Aisha Abdel-Hadi. Also, the possibility to allocate resources for the group would be explored. UNICEF agreed to support the campaigns and make post-campaign follow-up while ensuring how the outcome of the campaigns could also benefit the development of the National Youth. It was also agreed that UNICEF would give the opportunity to members of the EYCG to take part at different capacity workshops they organize to strengthen the development of the group. GTZ and World Bank both agreed to finance a consultant who will assist the group to finalize their governance and working structure in the next months. Depending on the current needs of the youth group the trainer will also organize small workshops on topics identified by the EYCG. GTZ will support the training courses and keep on supporting the group with technical assistance. The WB invited the youth to visit the information and data centre at the Cairo World Trade Center and the Development Information Centers at the Planning Institute, Alexandria Bibliotheca and Assiut University. WB will also realize a survey on youth associations and youth groups operating in the field of youth. Together WB and GTZ will organize two workshops in Upper and Lower Egypt together with the EYCG in order to inform the youth in less urban areas and to strengthen the youth network. Glocal offered its support for the creation of a web based regional network. ILO and YEN reaffirmed their commitment to support the youth logistically and to link them to other youth groups worldwide working on the same issues. The YEN Young Professional Program Associate based in the MOMM will intensify its work with the EYCG to facilitate their access to information and knowledge on the policy development process.
“Youth: Linking Policy with Participation” Workshop

November 23 - 27, 2006
Flamenco Hotel, Cairo
Egypt

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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</thead>
<tbody>
<tr>
<td>8.30-9.00</td>
<td>Registration</td>
</tr>
<tr>
<td>9-10.30</td>
<td><strong>Opening Session</strong></td>
</tr>
<tr>
<td></td>
<td>This session will begin to foster an environment in which participants can learn and exchange ideas freely. The session will cover the following items:</td>
</tr>
<tr>
<td></td>
<td>- Expectations</td>
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<td>- Ground Rules</td>
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<td>- The conceptual framework of the workshop</td>
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<tr>
<td>10.30-10.45</td>
<td>Break</td>
</tr>
<tr>
<td>10.45-12.15</td>
<td><strong>Introduction</strong></td>
</tr>
<tr>
<td></td>
<td>This session will address the background and purpose of youth participation in the formulation of policy of the National Action Plan (NAP) on Youth Employment.</td>
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<tr>
<td></td>
<td>EYCG representatives will present to the background of their involvement in the development of the NAP and explain their mandate, activities and role.</td>
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<tr>
<td></td>
<td>Headlines and questions to be covered:</td>
</tr>
<tr>
<td></td>
<td>- Why youth participation in the NAP</td>
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<td></td>
<td>- Mandate of youth involvement in the NAP</td>
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<td></td>
<td>- How does the mechanism work</td>
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<tr>
<td>12:15-12.30</td>
<td>Break</td>
</tr>
<tr>
<td>12.30-14.00</td>
<td>Analysis of the work done until now</td>
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<tr>
<td></td>
<td>This session will continue to discuss the background and purpose of the youth involvement in NAP development. Also, the importance of this context.</td>
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<td></td>
<td>The youth will analyse the strengths, weaknesses, opportunities and challenges of the process so far. The youth will develop a clear idea of the starting point of the example they are going to work with throughout the workshop.</td>
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<tr>
<td>14:00-15.00</td>
<td>Lunch break</td>
</tr>
</tbody>
</table>
### Who and where are we?

All the participants will have the opportunity to review their past involvement in policy work. The participants will work together to discuss their identity as a group; identify their own assets and needs.

### Friday 24/11/2006 (Friday)

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00-12:00</td>
<td><strong>Youth participation (1)</strong></td>
<td>The participants will discuss the concept of youth participation; spiral model of youth participation; youth participation when and at what level; and how the NAP can be a platform for young people to express their views.</td>
</tr>
<tr>
<td>12:00 – 13:00</td>
<td>Break</td>
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</tr>
<tr>
<td>13:00-16:00</td>
<td><strong>Youth participation (2)</strong></td>
<td>The participants will continue to discuss the concept of youth participation; the participants will be able to develop a youth participation framework to promote youth participation in the formulation process of the NAP.</td>
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<tr>
<td>16:00</td>
<td>Lunch</td>
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</table>

### Saturday 25/11/2006

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00-12:00</td>
<td><strong>Structures of youth participation</strong></td>
<td>Input by Renaldas Vaisbrodas, President of the European Youth Forum and Representative of the Youth for Development and Peace Network will present different structures of youth participation.</td>
</tr>
<tr>
<td></td>
<td><strong>Youth Participation and the concept of policy: who makes it?</strong></td>
<td>This session will analyze the elements of the policy definition, with focus on the importance of consolidating efforts of all stakeholders. This session will highlight the complexity of the policy formulation process and how it surpasses the capacity of one institution or government. Furthermore, this session will emphasize that the policy formulation process cannot be attained unless different institutions share information and collaborate with each other, and decision makers free themselves of the fear of sharing power and strive to include a larger segment of young people and non-governmental organisations.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Headlines and questions to be covered:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Policy definition</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Joined up governance</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- The importance of policy development to government</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- The importance of the NAP to government, civil society organisations, private sector, and young people</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- The principles of the policy formulation process and the human rights approach</td>
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<td></td>
<td></td>
<td>- Networking</td>
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<tr>
<td>12:00-13:00</td>
<td>Break</td>
<td></td>
</tr>
</tbody>
</table>
14:00-16:00  The policy formulation process
This session will cover the policy formulation process with focusing on
the phases of developing the NAP.

16:00  Lunch

Sunday 26/11/2006

9:00-11:00  Communication
Input by Renaldas Vaisbrodas
The session will discuss different techniques in consulting youth, with
different examples from the region.
Regional participants can present their experiences
Where are we going?
The participants will set their own priorities (areas of focus), and
identify objectives

11:00-11:30  Break

12:00-15:00  How to achieve our objectives?
The participants will work on developing a detailed action plan until the
end of the formulation process of the action plan. International youth and
youth interested on the regional exchange will work on a draft for a
regional information network on youth issues.
The work will be divided in different thematic working groups.

15:00-16:00  Lunch

16:00-19:30  How to achieve our objectives? (2)
The outcomes of the working groups are going to be presented and
integrated in one working plan.
The youth will start working on the presentation of their work plan to the
other stakeholders on the next day.

Monday 27/11/2006

8:30-11:00  How to achieve our objectives? (3)
The youth will finalize their presentation and prepare their dialogue with
the stakeholders and elaborate on ideas of how these groups can support
their work.

11:00-11:30  Break

11:30-13:00  Youth Proposal for Linking Policy To Participation
and Dialogue with Stakeholders

Moderator: Kamel Nabulsi
• Presentation of the Action Plan of the regional information network
  “Youth of the Heart”
• Presentation of the Action Plan of EYCG and vision for role of
youth in the development of the NAP in Egypt

Questions and Responses to the presentations

- Mervat Wahby, Ministry of Manpower and Migration
- Dr. Amal Gamal, National Council for Youth
- Representatives from multi- and bilateral organizations:
  - Salma Wahba, UNICEF;
  - Ali Dessouki, GTZ Deputy Head of Office,
  - Peter Schmitt GTZ, Mubarak-Kohl Initiative,
  - Mariam Ahmed, Sayed, WB
  - Nagwa Ismail, ILO;
  - Daniella Ben Attar, Glocal Forum

Q & A and Dialogue

13:00-14:00 Lunch
14:00-15:00 Wrapping up and evaluation
   The participants will evaluate the workshop and their interaction with stakeholders.
16:00 Entertainment Activity
## List of Participants

<table>
<thead>
<tr>
<th>Ministry of Manpower and Migration</th>
<th>الوزارة القوى العاملة والعهداج</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Mervat Wahby</td>
<td>الأساتذة / مرفت وأليمة</td>
</tr>
<tr>
<td>Ms. Faten Saad Mohamed</td>
<td>الأساتذة / فاتن</td>
</tr>
<tr>
<td>Ms. Nemeen Mouftah</td>
<td>المركز لعملية العمل التطوعي</td>
</tr>
<tr>
<td></td>
<td>جمعية العمل التطوعي</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>National Council for Youth</th>
<th>المركز العالي للشباب</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Amal Gamal</td>
<td>د. أمال جمال</td>
</tr>
<tr>
<td>General Manager</td>
<td>مدير عام إدارة العمل التطوعي</td>
</tr>
<tr>
<td>Department of Volunteer Work</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Youth NGO representatives</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Abdel Fattah Ismail</td>
<td>عبد الفتاح أسمااع</td>
</tr>
<tr>
<td>Children and Youth Consultative</td>
<td>اللجنة الاستشارية للطفلة</td>
</tr>
<tr>
<td>Committee</td>
<td>والشباب</td>
</tr>
<tr>
<td>Ahlam Fuad</td>
<td>إحلام فؤاد الحمادي</td>
</tr>
<tr>
<td>Youth Consultative Agency, GTZ</td>
<td>الهيئة الاستشارية للشبان -</td>
</tr>
<tr>
<td>Yemen</td>
<td>GTZ اليمن</td>
</tr>
<tr>
<td>Ahmed Ragab</td>
<td>أحمد رجب</td>
</tr>
<tr>
<td>3rd Eye Team Association</td>
<td>جمعية العين الثالثة للتنمية</td>
</tr>
<tr>
<td>Ahmed Mostafa</td>
<td>أحمد المصطفى</td>
</tr>
<tr>
<td>La Francophonie</td>
<td>CGF</td>
</tr>
<tr>
<td>Ahmed Tewfik</td>
<td>أحمد توفيق</td>
</tr>
<tr>
<td>Bolak el Dakrour Youth Forum</td>
<td>منتدى شباب بولاق الدكرور</td>
</tr>
<tr>
<td>Elham Youssef Abdel Sattar</td>
<td>الهام يوسف عبد المنصور</td>
</tr>
<tr>
<td>Mansheet Nasser Youth Forum</td>
<td>منتدى شباب الناصر</td>
</tr>
<tr>
<td>Amal Salah El Din</td>
<td>أمال صلاح الدين</td>
</tr>
<tr>
<td>Youth Association for Women and</td>
<td>جمعية الشبان لرعاية المرأة</td>
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<tr>
<td>Environment</td>
<td>وتحسين البنية</td>
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<tr>
<td>Amira Ibrahim</td>
<td>أميرة إبراهيم</td>
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<td>Beshoy Atia</td>
<td>بيشوي عملية</td>
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<td>YMCA</td>
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<tr>
<td>Joseph Nabil</td>
<td>جوزيف نبيل</td>
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<tr>
<td>Upper Egypt Association for</td>
<td>جمعية الصعيد للتنمية</td>
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<tr>
<td>Development</td>
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<tr>
<td>Gehan Amin</td>
<td>جيهان أمين</td>
</tr>
<tr>
<td>El Anba Mossa Association</td>
<td>جمعية الإباء موسى</td>
</tr>
<tr>
<td>Hossam Shokry</td>
<td>جسم شكري للاتحاد العام للثقافة</td>
</tr>
<tr>
<td>Scouts Federation</td>
<td>الافراح العام للثقافة</td>
</tr>
<tr>
<td>Hamdy Labib Soliman</td>
<td>حمدي لبيب نسيم</td>
</tr>
<tr>
<td>Mansheet Naser Forum</td>
<td>منتدى ناشطة ناصر</td>
</tr>
<tr>
<td>Khalid Ramadan</td>
<td>خالد رمضان</td>
</tr>
<tr>
<td>El Fashen Association for Youth</td>
<td>جمعية شبان مركز ومدينة</td>
</tr>
<tr>
<td>Development</td>
<td>الفينسترا</td>
</tr>
<tr>
<td>Name</td>
<td>Contact Information</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>----------------------------------------------------------</td>
</tr>
<tr>
<td>Raghad Mohamed</td>
<td>GLOCAL Forum Tel: 010 666 1902</td>
</tr>
<tr>
<td>Sameh Mostafa</td>
<td>General Federation for Youth Workers Tel: 02 591 6553</td>
</tr>
<tr>
<td>Saad Hegazy</td>
<td>National NGOs Center for Population&amp; Development NCPD Tel: 0123752578 , 0100084736</td>
</tr>
<tr>
<td>Sozan Elia Ibrahim</td>
<td>Abou Sfeen Association for Development Tel: 02 316 7101</td>
</tr>
<tr>
<td>Safia Omar Abdillahi</td>
<td>EDDA ensemble de development durable Djibouti Tel: +201 2 858 057</td>
</tr>
<tr>
<td>Sofia Shokry</td>
<td>YMCA Tel: 012 3100 353 Fax: 02 589 5092</td>
</tr>
<tr>
<td>Damen Habil</td>
<td>Upper Egypt Association for Development Tel: 010 031 8870</td>
</tr>
<tr>
<td>Abdallah Hindawi</td>
<td>Sustainable Development Association Tel: 012 371 7671</td>
</tr>
<tr>
<td>Ali Abdel Mohsen</td>
<td>Youth Association for Population and Development Tel: 02 451 7679</td>
</tr>
<tr>
<td>Emad Hamed Almaabari</td>
<td>ACCY Yemen Tel: +967 11 256 326 Fax: +967 777 698 933</td>
</tr>
<tr>
<td>Fatma Zaky</td>
<td>Dreamers of Tomorrow Association Tel: 010 679 9610</td>
</tr>
<tr>
<td>Maged Mahrose</td>
<td>Y Association Tel: 012 438 3696 Fax: 02 265 3915</td>
</tr>
<tr>
<td>Mary Zaki</td>
<td>The Coptic Center for Human Resource Development Tel &amp; Fax: 02 405 0343</td>
</tr>
<tr>
<td>Mary Meawad</td>
<td>New Horizon for Social Development Association Tel: 012 532 0531</td>
</tr>
<tr>
<td>Mohamed Hassan Mohamed</td>
<td>Bolak el Dakrour Youth Forum Tel: 012 183 7122</td>
</tr>
<tr>
<td>Mohamed Salah Sha’ban</td>
<td>Bolak el Dakrour Youth Forum Tel: 01 611 4286</td>
</tr>
<tr>
<td>Mohamed Kadry</td>
<td>EYCG Steering Committee Tel: 012 168 7934</td>
</tr>
<tr>
<td>Name</td>
<td>Organization/Association</td>
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<tr>
<td>Mohamed Yaseen</td>
<td>GLOCAL Forum</td>
</tr>
<tr>
<td>Mahmoud El Sayed Mohamed</td>
<td>Manshaet Nasser Youth Forum</td>
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<tr>
<td>Marwa Karout</td>
<td>Youth Association for Population and Development</td>
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<tr>
<td>Mariam Ibrahim</td>
<td>BLESS</td>
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<tr>
<td>Mona Ali</td>
<td>Youth Association for Women Care and Environment Improvement</td>
</tr>
<tr>
<td>Mounira Lounnas</td>
<td>AIDS Algerie</td>
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**Stakeholders**

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Annex III

Egyptian Youth Consultative Group (EGCG) for The Egyptian National Action Plan on Youth Employment.

Terms of Reference

1. The Egyptian Youth Consultative Group (EYCG)

Egypt joined the Youth Employment Network (YEN)\(^8\) as Lead Country in 2003 and under its UN commitments (General Assembly Resolution A/Res/57/165) set about developing a National Action Plan on Youth Employment (NAP).

A draft was finalized in October 2005 following a series of multi-stakeholder meetings, but there was no formal mechanism created to include youth neither in the drafting process nor in the strategy for the implementation of this Plan.

Based on the considerations above, the YEN in partnership with the GTZ, and with the support of the ILO, a core partner of the YEN, and the Egyptian government, conducted jointly with youth organisations a Capacity Building Workshop on Youth Employment for 30 Egyptian youth organisations from both the national and grassroots levels.

These organisations were asked to contribute a youth perspective to the national youth employment debate and to propose a set of recommendations on the potential role of Egyptian youth in NAP process (see Annex 4.). The youth organisations involved in the workshop also sought an agreement with the Government of Egypt and other stakeholders on a mechanism for the ongoing inclusion of youth as stakeholders in the finalisation and implementation of the NAP.

In the presence of H.E. Aisha Abdel-Hadi, the Minister of Manpower and Migration, other representatives from the MOMM and representatives of national, bilateral and international organisations working in the field of youth employment, the youth organisations presented a proposal for a mechanism to ensure ongoing and sustainable youth participation in the NAP process, an Egyptian Youth Consultative Group for the NAP, (EYCG), including details of its potential membership, objectives and activities (see Annex 5).

In response to these proposals H.E. reaffirmed her commitment to involve youth in the finalization and implementation of the NAP. She endorsed the Egyptian Youth Consultative Group proposal and agreed that 3 Representatives from this Group would have seats on the National Action Plan Steering Committee (NAP-SC), the inter-institutional mechanism the MOMM has committed to set up to supervise the finalisation and implementation of the NAP.

It was agreed that the youth would prepare a Terms of Reference and select its Executive Committee and submit this information to the Ministry for approval. Youth representation should start at the first NAP - SC meeting, scheduled for 28 May 2006.

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\(^8\) As Lead Countries of the YEN countries commit to issue of youth employment highest political level, volunteer to lead the way in formulating National Action Plans on youth employment, and share their experiences with the international community. 19 counties have become Lead countries so far: Azerbaijan, Brazil, Democratic Republic of the Congo, Ecuador, Egypt, Georgia, Indonesia, Islamic Republic of Iran, Jamaica, Mali, Namibia, Nigeria, Rwanda, Senegal, Sri Lanka, Syria, Turkey, Uganda and United Kingdom.
2. Composition

The EYCG, officially endorsed by the Ministry of Manpower and Migration, and supported by the ILO, GTZ, YEN and National Council for Youth, will consist of 13 member Executive Committee (see point 4.) out of a pool of the 26 organisations involved in the February 2006 Workshop (see annex 3). These partners are large membership-based, national or local youth organisations with extensive constituencies. The composition of the YCG should aim to reflect as much as possible a representative spread of youth Egyptian society, drawing from all regions, educational levels and socio-economic backgrounds, and encompassing a broad range of issue and thematic focused youth groups including student organisations, provincial and grassroots youth groups, both urban and rural focussed organisations and those youth groups representing vulnerable youth.

This pool of organisations will not be limited to 26 and it is the intention to expand it to include any youth organisation in Egypt which meets the following criteria.

3. Membership Criteria for the EYCG pool

The Youth Organisations should meet the following criteria:

- Have a democratic processes of management
- Be membership based youth organisations (assuring a link between the local and the national levels)
- Be accountable and transparent in their activities and programmes at the various levels
- Have legitimacy and credibility
- Have constructive, positive common goals in relation to youth employment
- Can be able to demonstrate effectiveness and efficiency impacts
- Be committed to a sustainable national cooperation in relation to youth issues
- Respect of cultural and ideological diversity and human rights

The EYCG in consultation with its supporting organisations (MOMM, NCY, ILO GTZ, YEN) will set up a procedure to include other youth organisations in this pool following their meeting of these criteria.

4. EYCG Executive Committee May 2006 – May 2007 (see annex 2 for listing)

Groups from the EYCG pool of members (currently standing at 26) will volunteer themselves as one of the 13 agreed representatives of the YCG with the understanding that they can meet the specific demands of the role, including being:

- 18 - 35 years old,
- Willing to commit to the expectations and workload associated with a 1 year tenure on the EYCG (including having the time and commitment to meet regularly, input to decision-making process, draft and edit documentation and provide some material support to the group, i.e. provision of meeting spaces, trainers etc.)
- Experienced through their organisation, in youth employment policies or activities and in mobilising constituencies,
- Able to fairly and effectively articulate the aspirations of their own membership and the wider pool of 26 YCG organisations in national policy making fora,
- The EYCG should strive for gender balance in its composition.

Provision will be made for the voluntary withdrawal of organisations from the Executive Committee if they are unable to meet the commitments associated with their involvement. The Committee consult with the EYCG pool of members to identify a replacement.
Following the conclusion of the first term of the EYCG Executive Committee in May 2007 a meeting will take place with the EYCG pool of members to determine the status and structure of the Executive Committee for 2007-2008.

5. The aims of the Executive Committee shall be as follows:

- Act as mechanism for including youth perspectives and advice in NAP process,
- Provide a representative channel for a board range of youth views from all regions, educational levels and socio-economic background in Egypt,
- Promote the role of civil society in tackling youth employment,
- Promote linkages between different stakeholders within NAP steering committee (MOMM, NCY, the private sector, educational stakeholder inter-action).

6. The tasks of the Executive Committee members shall be as follows:

- To act as an advisory body to the Egyptian NAP Steering Committee with regard to monitoring the participation of youth organisations within the NAP processes and sufficiently integrating the youth perspective into its activities,
- To advocate for the youth employment issue and the NAP process in various national and regional fora,
- To call upon members of the NAP steering committee to appoint youth focal points who would be primary liaison with each organization and would be asked to attend YCG meetings and when necessary
- To coordinate networking between NGOs working on youth employment
- To provide information on the NAP to member organizations and other interested youth groups
- Set up thematic or issue-based sub-committees according to needs and determined priority areas which would link to the thematic groups to be created by the NAP-Steering Committee.
- To make the linkage between NAP priorities and civil society – act as a facilitating service through stocktaking activities:
  - Create a database of youth organizations working on youth employment
  - Carrying out a stocktaking of youth organization project on youth employment
- To act as a resource for the NAP steering committee in gathering data and information on youth and labor market through surveys and questionnaires
- To support the NAP Steering Committee in advocacy activities including passing on media messages to grassroots youth,
- To carry out specific activities in partnership with Technical partners in NAP Steering Committee, including:
  - Support to Job Fairs, Youth Entrepreneurs Weeks, Award Schemes, and training workshops on relevant issues.
  - Holding of a civil society forum on youth employment to the NAP
- To develop communication activities such as a newsletter and a website.

7. Structure

Three of the 13 members of the EYCG Executive Committee will be named as Representatives of the group. These 3 Representatives will consist of one Rapporteur who will be elected by the EYCG Executive Committee and be the “face” of the YCG on the NAP Steering Committee and then two further Representatives selected from the Executive Committee members, who will rotate every Steering Committee meeting to ensure appropriate input and visibility from all member organisations.

These 3 Representatives have the following roles:
• Have official standing status as youth representatives within the NAP steering committee, attending the planned monthly meetings of this body as equal and full participants.
• Act as the direct liaison between the EYCG, the NAP Steering Committee and the partners (MOMM, NCY, YEN, ILO and GTZ) and will report on the YCG’s activities on a regular basis.
• Facilitate the flow of information on NAP activities to the EYCG members
• Co-ordinate the collection of information and inputs from EYCG members to various requests by the NAP steering committee
• Help with the interpretation of communications through the giving of initial reactions and advice to the EYCG
• Preparing agendas for the EYCG for meetings and activities.
• Draw upon the wider pool of members for specific meetings with NAP steering committee as and when necessary.

8. Operating Costs

Primary resourcing for the Egyptian YCG will come from its member organizations. The EYCG will include in its work plan the preparation of a proposal, with the support of the partner organisations, for the covering of its operating costs, to be shared with potential national and international donors. Funding could be made available from NAP Steering Committee members on a case by case basis- i.e. joint projects.

Annex 1.

EGY YCG Representatives to the NAP-Starring Committee

Rapportuer: Mohamed Kadry, Waseela organization for training and development

May 2006 Reps:

• Haythem Kamel, Sustainable Development Association
• Mariam Ibrahim, Bishopric of Public Ecumenical and Social Services (economic program)

Annex 2.

EGY YCG Executive Committee May 2006 – May 2007

13 organisations self-selected from the 26 organisations who attended the February 2006 Capacity Building Workshop:

• 3rd eye team (youth group)
• Waseela organization for training and development.
• Egyptian association for youth and community development
• National NGO’s center for population and employment
• Egyptian federation for scouts and girls guide
• Sustainable development association
• Bishopric of public ecumenical and social services (economic program)
• Youth association for population and development
• Youth association for women and environment
• The general federation for youth workers
Annex 3.

Pool of YCG Member Organisations

1. Nahdet el Mahrous
d. Youth bankers association
3. 3rd eye team (youth group)
4. Fathet Khair
5. Meshwar
6. Dreamers of tomorrow
7. Waseela organization for training and development.
8. Egyptian association for youth and community development
9. Egyptian association for dialogue and culture
10. Arab office for youth and environment
11. Internal immigration and development association
12. National NGO's center for population and employment
13. Egyptian federation for scouts and girls guide
14. Coptic evangelical organization for social services
15. Sustainable development association
16. Bishopric of public ecumenical and social services economic program
17. Egyptian association for promoting small projects for university graduates
18. Upper Egypt association for education
19. Youth association for population and development
20. Egyptian association for comprehensive development
21. Development no borders association
22. Kenouz sina association
23. Youth association for women and environment
24. The organization for nahdet misr's youth
25. The general federation for youth workers
26. YMCA

Annex 4.

Final recommendations on Youth Participation in Egypt’s National Action Plan on Youth Employment


1. Involve young people in the NAP:
   - Set up a standing mechanism for their involvement (see the proposal in Annex 2);
   - Make such a mechanism representative of Egyptian youth (ensuring age, gender, geographic, and socio-economic balance);
   - Provide opportunities for this mechanism to focus on advocacy, networking and research.
2. Inform civil society and other government bodies about the process of NAP development, implementation and evaluation;
3. Create a recruitment website with job opportunities that would serve to match youth supply with labour market demand;
4. Provide incentives for the private sector to invest in local communities, with a specific focus on youth;
5. Establish a fund to finance youth employment projects, to be managed by the National Council for Youth;
6. Focus on education reform, so that schooling is more closely linked to the demands of the labour market and life skills play a greater role in the curricula;
7. Involve NGOs working in the field of youth in the National Council for Youth;
8. Connect graduation projects in the universities more closely with labour market needs;
9. Include youth with disabilities in youth employment projects;
10. Ensure equal opportunities for young women and men in youth employment projects;
11. Ensure equal opportunities for all workers in the government on the basis of gender and other types of disadvantages.

Recommendations for NGOs (General/Youth)

1. Publish good practices on youth activities/projects.
2. Expand voluntary work using the National Council for Youth and the media.
3. Build the capacity of youth organizations to carry out more, or scale up existing, employment-related projects.
4. Ask donor agencies to support NGO projects in the field of youth employment.
5. Broaden the relationship of NGOs to youth, to establish a participatory mechanism in the NAP process.
6. Publish a database cataloguing all Egyptian NGOs working on youth employment-related issues and listing their projects.
7. Support a process to make the voice of youth heard at all levels in relation to the youth employment.
8. Create greater linkages between youth NGOs and employers’ organizations.
9. Support youth in their acquiring participation skills.
10. Include youth with disabilities in their youth employment activities, and ensure equal opportunities for young women and men.

Recommendations for the Private Sector

1. Fund projects prepared by fresh graduates that are related to the labour market.
2. Provide training opportunities for young employees/entrepreneurs.
3. Create greater linkages with NGOs working on youth employment.
4. Support equal opportunities for young men and women on the job market.

Recommendations for the Media

1. Publish good practices on youth activities/projects.
2. Highlight the NAP process.
3. Support youth in their acquiring participation skills.

Recommendations for Youth themselves

1. Take initiative with the framework of the proposed Egyptian Youth Consultative Group (EYCG) to provide youth input into the NAP process.

Recommendations for International Organizations

1. Continue work to build the capacity of youth organizations to participate effectively in national decision making processes.
2. Continue to support activities to foster youth employment.
Annex 5.

Proposal for the development of an Egyptian Youth Consultative Group (EYCG) for The Egyptian Nation Action Plan on Youth Employment

Membership
• The 26 youth organizations present in the Youth Capacity Building Workshop should act as focal points.
• Organizations should be based on YEN / YCG criteria.
• Individual members should be between 18- 35 years of age.
• Criteria for extension of the group should include a broader geographic and gender focused balance.

Timeline
• The EYCG is created to provide inputs during the finalization, implementation and evaluation phases of NAP.
• However, given that a NAP is not a one off process, but one of continuous improvement, the EYCG should provide on going support and advice to the NAP Steering Committee (NAP-SC).

Aims and objectives
• Act as a mechanism for including youth perspectives and advice into the NAP process.
• Provide a representative channel for a broad range of youth views from all regions, educational levels and socio-economic backgrounds in Egypt.
• Promote the role of civil society in tackling youth employment.
• Promote linkages between different stakeholders within the NAP-SC to ensure a more coherent approach to the youth employment policy – i.e. fostering greater linkages between the Ministry of Labour, the private sector and educational system.

Structure
• Appointment of an Executive Committee (3 people) who would have a 2 year re-electable mandate. Appointees would need to commit to working full time on this project. The funding and time implications of this will need to be addressed.
• These 3 people would have an official standing status as youth representatives within the NAP-SC; attending the planned monthly meetings of this body as equal and full participants.
• The Executive Committee could draw upon the wider pool of members for specific meetings with the NAP-SC as and when necessary.
• Primary funding for the Egyptian YCG will come from its member organizations. But funding could be made available from the NAP-SC on a case-by-case basis - i.e. provision of resources for joint projects.

Activities
The Executive Committee will:
• Represent youth on the NAP-SC.
• Set up thematic or issue-based sub-committees according to needs and determined priority areas.
• Advocate for youth employment issue in various fora.
• Call upon members of the NAP-SC to appoint youth focal points who would be the primary liaison with each organization and would be asked to attend YCG meetings as and when necessary.
• Coordinate networking between NGOs working on youth employment.
• Provide information on the NAP to member organizations and youth groups.
• Draw linkages between NAP priorities and civil society – act as a facilitating service through stocktaking activities:
  o Creating a database of youth organizations working on youth employment;
  o Carrying out a stocktaking of youth organization projects on youth employment.
• Act as a resource for NAP-SC in gathering data and information on youth and the labour market through surveys and questionnaires.
• Support the NAP-SC in advocating activities, including delivery of media messages to grassroots youth.
• Carry out of specific activities in partnership with technical partners in NAP-SC, including:
  o Supporting Job Fairs, Youth Entrepreneurs Weeks, Award Schemes, and training workshops on relevant issues, etc.
  o Holding of a civil society forum on youth employment to support the NAP.
• Engage in communication activities, such as a newsletter.
ANNEX IV

Outline for preparing and implementing Egypt’s National Action Plan on youth employment.

Introduction

Youth unemployment is a crucial issue in Egypt. Youth are the most exposed to the range of challenges facing the Egyptian labour market today. At least 20 percent of the total population is between 15 and 24 years old (14 million), representing over 60 percent of the working age population and up to 80 percent of the total number of unemployed in the country. It is estimated that 20 percent of young men and 59 percent of young women in that age bracket are without work. Indeed, youth are two to three times more likely to be unemployed than older workers.

The unemployment rate reached 70 percent among graduates of secondary education and 18.2 percent among graduates of higher education in 2004. These figures are higher among women and reach 83 percent of female secondary school graduates and 25 percent of female university graduates.

In total 700,000 youth are entering the Egypt labour market each year. The economy is currently only creating enough jobs to absorb roughly 50% of these entrants. The majority of youth therefore are forced into the informal economy.

The situation of young women is even dimmer. 52.3% of all young women in Egypt are unemployed. For urban young women the figure raises to 60%.

Having become a Lead Country of the Youth Employment Network (YEN) in 2003, Egypt committed to take leadership on this issue through the development of a National Action Plan (NAP) on Youth Employment. A target has recently been set by the President: the creation of 4.5 million jobs in 6 years.

In February 2006, a Capacity Building Workshop on Youth Employment was organized by the GTZ, the Youth Employment Network (YEN) and the International Labour Organization (ILO), under the auspices of Her Excellency Aisha Abdel Hady, Minister of Manpower and Migration (MoMM). This workshop discussed the need for a comprehensive NAP for Egypt and highlighted, in particular, the need to broaden participation in the drafting and implementation of such a Plan to a wider range of stakeholders, including youth. At the conclusion of the workshop, the Minister committed the MoMM to take leadership in this process of drafting and implementing Egypt's NAP. To operationalize these commitments, the MoMM committed to the establishment and coordination of three bodies: The NAP-Steering Committee (SC) the body responsible for strategic and political oversight of the Action Plan, the NAP-Technical Committee (TC), the body responsible for creating the NAP, and the NAP-Coordinating Secretariat (CS), the multidisciplinary team providing coordination of NAP processes, as well as all NAP communications (see Annex 1 for more information on these structures and process towards developing a NAP)

The preparation of the NAP is currently underway. A final draft is expected by mid to end April 2007. The NAP will highlight an implementation strategy for a number of key short term policy interventions (3-5 years) in the field of youth employment It is expected that the NAP CS will continue its work for the duration of these interventions so to assist their ongoing implementation.

The MOMM, with the support of the YEN, the ILO and the GTZ is now moving operationalise these commitments through the following activities:

• The engagement and the generation of active commitments from all relevant ministries, employers’ and workers’ organizations and a broad range of other key stakeholders, including youth organizations.
• The creation of a National Action Plan Steering Committee (NAP-SC), as the inter-institutional mechanism to guide and supervise the refinement and implementation of the NAP. This is to be led by the MOMM and involve all key stakeholders. The core aim of the NAP-SC would be to promote a coordinated approach to policy making, that allows parties to bring their relevant expertise to bear through a collaborative process.
• The building of closer collaboration with the National Youth Council. The NCY will be asked to co-convene the proposed NAP-SC thus ensuring a strong relationship from the start between the two governmental bodies with primary responsibility for employment (MOMM) and youth (NCY) issues.
• The active engagement of the Prime Minister in this process, as this will enable effective and lasting follow up of interventions proposed by the NAP-SC by linking them to the overall development objectives for Egypt as set out in the Five Year Plan, where youth employment is targeted as a priority area. This will also serve to link financing of the NAP with national resource allocations outlined under the Five Year Plan.
• The creation of an inter-ministerial Technical Commission (NAP-TC), as a core working team among the key Steering Committee members. The NAP-TC would be responsible for re-drafting the NAP, in consultation with and for submission to the NAP-SC. It should be composed of representatives of the main stakeholders involved in the process and working together on a permanent basis.
• The formation of a permanent NAP Secretariat within the MOMM, as a coordinating body for the NAP process.

The organisation

The NAP-SC should include representatives at the highest level (to ensure capacity to take decisions and make commitments). A preliminary and tentative list of stakeholders to be involved in the NAP-SC could be as follows:

- Office of the Prime Minister
- Ministry of Manpower and Migration (including the Supreme Council of Human Resources Development and Private Employment Services)
- National Council for Youth
- Social Fund for Development (SFD)
- Ministry of Finance
- Ministry of Planning
- Ministry of Trade and Industry
- Ministry of Investment
- Sectoral Ministries (Ministry of Agriculture, Tourism and Housing)
- Ministry of Education
- Ministry of Higher Education
- Ministry of Social Solidarity
- Ministry of International Cooperation
- Federation of Egyptian Industries
- Egyptian Federation of Trade Unions
- Egyptian Youth Consultative Group to the NAP
- The World Bank / IFC
- ILO
- UNDP
- UNICEF
- GTZ / MKI
- Egypt Donor Assistance Group
During discussions with HE Aisha Abdel Hady at the February 2006 Workshop, it was emphasized that the first objective of the NAP-SC will be to refine and finalise the existing draft NAP, under the leadership of the MOMM, through:

- Identifying and ensuring support from all relevant national stakeholders.
- Determining specific roles and responsibilities for each stakeholder.
- Developing a coordination mechanism among ministries and other government agencies, civil society, and youth groups working on youth employment to avoid duplication, facilitate coherence and provide broad national support (for example, ensuring that appropriate linkages are made to the draft National Youth Policy).
- Agreeing on a relevant strategy (including for example, a structured work plan, a timeline, reporting lines, etc.) for their continuous involvement in youth employment policy-making and evaluation of implemented policies and programmes.
- Mobilising financial and human resources, both internally and externally, for NAP development, implementation, monitoring and evaluation.
- Reporting regularly on activities and progress to the Office of the Prime Minister.

The launch meeting of the Steering Committee took place on May 28, 2006 at 1030 am hosted by the MOMM and its 2nd meeting occurred on June 29, 2006 at the same time and location.

Regular working-level contact among the key Steering Committee stakeholders is essential for a successful completion and implementation of the NAP. It is therefore decided that in addition to the Steering Committee, an inter-ministerial Technical Commission (NAP-TC) be formed, and work under the leadership of the MOMM. This Technical Commission, which was launched on June 27 2006, will take responsibility for re-drafting the NAP, in consultation with and for submission to the NAP-SC. It should be composed of representatives of the main stakeholders involved in the process and working together on a permanent basis:
- Ministry of Manpower and Migration
- National Council for Youth
- Ministry of Finance
- Ministries of Education and Higher Education
- Ministry of Planning
- Ministry of Trade and Industry
- Ministry of Investment
- Federation of Egyptian Industries
- Egyptian Federation of Trade Unions
- Egyptian Youth Consultative Group to the NAP

Specifically the Technical Commission should be responsible for:
- Carrying out a situation analysis of the youth employment situation in Egypt, including: an overview of economic and social policies; an in-depth picture of the youth labour market; a review of past and ongoing employment policies and labour market measures affecting youth employment; and the mapping out of both the institutional framework governing the youth labour market and major youth employment initiatives undertaken with the support of bilateral and multilateral partners.
- Preparing priority policies to tackle the youth employment challenge in Egypt. These priorities would derive from the situation analysis, and would be based on their desirability, affordability and feasibility according to the national context.
- Appointing, if necessary, Focus Groups specialised on the identified thematic areas (for example, Employment creation; Entrepreneurship; Employability; Equal opportunities for women and men; and other areas identified as priorities in consultation with the NAP-SC), with the mandate to generate recommendations and policy suggestions to help refine the NAP. Recommendations should draw upon best practices shared through the network of YEN Lead Countries (assessing their relative impact and adapting them to an Egyptian context if needed).
- Setting goals, objectives, outputs and indicators for the NAP, based on the agreed recommendations and linked to the National Development Strategy (5 Year Plan) and the CCA / UNDAF.
- Redrafting the NAP based on the above considerations and activities, and including an identification of the human, material and financial resources required for the implementation of the NAP.
- Assisting the NAP-SC and Secretariat develop an implementation strategy for the NAP, through a decentralized approach making use of regional and local authorities so as to ensure the delivery of solutions that are closer to the needs of the ultimate beneficiaries.
- Assisting the NAP-SC and Secretariat develop and implement monitoring and evaluation systems for the NAP.

The NAP-TC will also serve as the primary focal point in Egypt for multilateral and bilateral technical support to assist in the elaboration of the country’s National Action Plan. The ILO Sub Regional Office for North Africa will act as the lead agency for this international support. It will work in close partnership with other field offices of the YEN Core Partners and other YEN partners operating in Egypt, to assist the the NAP-TC develop its work methodology and timeframes, as appropriate.

Diagram 1. Functioning of Egyptian National Action Plan entities
ANNEX V

PPT:

Youth and Participation in Policy-making
23-27 November 2006, Cairo
Egyptian Youth Consultative Group

Our Vision
Seeking to protect Egyptian youth’s rights in the domain of work through developing National Employment Policies, in order to ensure their obtaining proper job opportunities.

Our Mission
Believing in the right of youth to have proper job opportunities, we – the Egyptian Youth Consultative Group – seek to scale up youth involvement in National Employment Policies, in coordination with concerned bodies so as to maximize these opportunities.

Our Slogan
“Proper Job Opportunities for Youth”

Our Goals
- Ensuring that the National Employment Policies truly voice youth’s interests, dreams and aspirations.
- Scaling up youth participation in National Employment Policies.
- Ensuring the flow of youth employment-related information (from and to them).
- Following up on and assessing the Youth Employment National Plan.

Our Values
The Group adopts principles of sound management, namely:
- Transparency (freedom of accessing and verifying information) - Accountability
- Effectiveness and efficiency
- Equity
- Conformity
- Strategic vision
- Response
- Rule of law (fair implementation of laws and regulations)

Our approach
- A human rights-based approach.
- A social diversity-based approach.
- A youth participation-based approach.
- A resource-based approach.
- And, making use of existing programs and projects.

Features of Our Action Plan
- Boosting EYCG capacities
  - Holding a series of seminars and workshops.
  - Appointing a consultant to support the Group management.
  - Appointing a full-time coordinator to administer wok within the Group for one year.
  - Linking the Group to Youth Employment research centers
- (conducting studies – answering questions – Policy Paper)

- Supporting the participation of youth and civil society
  - “Right-to-Know” Campaign: 1 million young people (youth centers – Manpower – ILO – Ministry of Labor) characteristics of proper employment. Fact sheets on employment in Egypt.
  - “Idea” Campaign: 1,000 creative ideas for youth projects
  - “Link” Network: establishing a network comprising 100 associations
to disseminate information, Group reports and the National Employment Plan.

**Features of Our Action Plan**

- “Your Opinion is Our Concern” Initiative: addressing all faculties of economy in all universities to study and analyze the status quo.
  - Follow-up and assessment…
  - Following up on and assessing the performance of committees
  - developing the Youth Employment National Plan (EYCG committee – technical committee – facilitating committee – secretariat)

- Submitting periodic reports on committees’ performance to partners (governmental bodies – civil society organizations – donors).

**Features of Our Action Plan**

**Be Our Partners**

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<th>Area</th>
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**Thank you**
Youth in Heart …
Heart of Local Communities Development

PPT:
Youth in Heart

What is Youth in Heart?

An Arab youth-led initiative launched initially through a website seeking to place Arab Youth at the heart of our local communities development and to ensure their effective participation in policy-making and Youth National Plans with a view to providing:

- An opportunity for young people to gain and exchange information on our local communities
- An opportunity to express themselves and voice their aspirations, ambitions and problems
- An opportunity to network young people in their local communities, and network them with youth workers
- Opportunities and tools for empowering Arab youth through capacity building

Fostering an incubator for local youth-led initiatives

Why Youth in Heart?

- Creating a platform where youth and youth workers exchange experiences and youth inspiring initiatives in our local communities
- Giving youth room to express themselves, voice their initiatives and talents, and promote their ideas and dreams
- Raising and spreading awareness on youth issues
- A youth mobilizing tool for an effective participation in their communities by shedding light on youth inspiring initiatives
- A window for policy-makers and those youth workers to get to know youth’s priorities and their community-related ideas.
- Surveying youth’s opinions concerning their issues and publishing the results with a view to understanding youth’s state of affairs

Logo presented courtesy of Mr. Hamdi Abd Rabu – Youth Association for Population and Development
What will youth find in Youth in Heart?

What makes Youth in Heart special?
- It is an Arab youth-led initiative
- It will be in Arabic, the first independent Arabic website to focus on youth development in the Arab world
- The sense of ownership
- Interactivity; we—youth—are its creators
- Linking local communities the global community

Expected Outcomes by the end of 2007:
- Reaching 2,500 members from among youth and youth workers in all Arab states through our website
- Having 50 thousand visitors
- Youth in Heart networks: 22 national networks—22 volunteer coordinators—22 Arab states—connecting youth and youth workers in every Arab state to motivate Youth to take the initiative in order to develop their communities
- Developing databases in youth development institutions in our local communities (We will do it ourselves).
- A web-based youth radio station where we, ourselves, produce and develop programs

What do we need?
- IT technical support
- Domain name and hosting costs
- A website administrator for the first year
- A consultative group from among youth workers
Concept paper on the YDP Network and the YDP Steering Committee

Terms of reference

What is the YDP (Youth, Development & Peace) Network?

- YDP is an informal and inclusive network of youth organizations operating at the local, regional and global levels, focusing on development and poverty eradication.
- The network aims to create direct interaction among youth organizations, the World Bank and other partners, to facilitate active youth participation in projects, policy design and youth advocacy for development.
- This will be achieved through knowledge sharing, capacity building, empowerment and resource mobilization.

The objectives of the network are to:

- Improve mutual knowledge and understanding through information sharing between youth organizations and the World Bank.
- Empower youth organizations through cross-regional communication, dialogue at all levels and training.
- Facilitate joint collaboration on specific issues and projects.

What is the mission statement of the YDP Network?

Youth, Development & Peace (YDP) Network Mission Statement

Convinced that Youth are key agents for change, the YDP network aims to create direct interaction among youth organizations, the World Bank and other partners, to facilitate active youth participation in projects, policy design and youth advocacy for development. This will be achieved through knowledge sharing, capacity building, empowerment and resource mobilization. YDP is an informal and inclusive network of youth organizations operating at the local, regional and global levels, focusing on development and poverty eradication.

Where does the YDP Network come from?

Over the past two years, the World Bank has intensified its work with young people from both developed and developing countries in the conviction that young people represent a powerful force for change, and that they need to be empowered to participate actively in development work and decision-making.

In order to engage youth with a good understanding of their needs and priorities, the World Bank has consulted youth organizations on many occasions:
a) during the Youth, Development & Peace (YDP) Conferences in Paris (2003) and Sarajevo (2004);
b) through a survey sent to all YDP participants in October 2004;
c) through a series of consultations with major youth organizations from 25 countries on November 22-30, 2004.

As a result of these consultations, youth organizations from around the world, together with the World Bank, have decided to create the Youth, Development & Peace Network (YDP Network).

On Nov.30, the mission statement was developed for the YDP Network with the youth organizations members of the interim YDP Task Force10, building on the proposals from all YDP participants from 83 countries.

The YDP network also builds on the methodology and tools used to set-up two successful networks active all over the world: the PNoWB (Parliamentary Network on the World Bank) and the RAD (Researchers Alliance for Development).

What is the purpose of the network?

The network will serve the following purposes:

1) Disseminate information and knowledge-sharing

- Improve mutual knowledge through a two-way exchange of information: youth organizations need greater knowledge of the role and actions of the World Bank. At the same time, the World Bank needs greater knowledge of youth organizations and their work and how they can contribute to programs. The exchange of information on best practices will take place at different levels:
  - From the local level to the global level, as well as from the global level to the local level;
  - From the World Bank to youth organizations (exchange information on specific youth-related World Bank activities (planned, on-going etc.) taking place at the country level), and from youth organizations to the World Bank (youth organizations should be invited to actively contribute to this exchange of information, sending articles and news about youth policy and programs in their countries).
- Serve as a resource for the Bank to get access to knowledge existing in youth organizations on specific issues (such as non-formal education).
- Encourage cross-regional communication/meetings to enhance cohesiveness.

An outcome of this dissemination of information and knowledge sharing is to strengthen or develop partnerships between the Bank and youth organizations where none exists.

2) Facilitate joint work on specific issue:

- Follow-up on the following priorities, which were identified by young people during the YDP conferences: Conflict prevention and resolution, Education, HIV/AIDS and risky behaviors and Youth employment. Additional priorities could be identified at the country level.

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10 This task force was created in July 2004 to assist and guide the Bank in the organization of the YDP conference that took place in Sarajevo in September 2004. This interim task force included the following youth organizations: the European Youth Forum, ICFTU, International Movement of Catholic Students, and WOSM.
- Create additional thematic groups on sustainable development, and development-at-large, especially as young people gear up to becoming heavily engaged in fulfilling the Millennium Development Goals (MDGs).

3) **Empower and strengthen youth organizations**

- Provide training for network members so that they can 1) better advocate for development, and 2) better interact with other stakeholders.
- Create conditions that help unite youth organizations to solve problems affecting them, in partnership with other stakeholders (such as governments, private sector, parliamentarians etc.)

4) **A network working at all levels**

- Create bridges between the dialogue/work of the World Bank with youth organizations at the global level and at the local level.

**Membership criteria of the YDP network**

The YDP network is composed of youth organizations at all levels (not individuals). In order to qualify as a representative within the YDP, each person must be delegated by his or her youth organization.

The youth organizations that are members of the YDP should comply with the following criteria:
- Membership based
- Youth-led
- Have regular democratic decision making processes
- Being accountable to its membership

Respecting regional differences youth serving organizations will also be accepted as members in those regions were youth structures are different.

Membership and activities of the YDP Network will reflect the diversity of youth organizations: it will comprise youth organizations working on development issues at the local level, but also organizations structured at the regional level and the global level. It is important to ensure that the network remain open to all youth organizations that want to contribute, in an inclusive way.

The fulfillment of the membership criteria shall be monitored by the steering committee.

*Country support of YDP members and country groups*

The YDP members can choose to organize themselves in country groups or other relevant co-operations. Country groups of YDP members interact directly with their country office in order to advance the YDP agenda.

The World Bank country offices should facilitate the coordination of the national YDP members, and ensure that the membership list is kept updated. The YDP members are responsible to report to the World Bank when the representative of their organization change.
YDP network conferences

Bi-annually it will be held an YDP conference on a theme agreed between the YDP network and the World Bank. The YDP conferences shall be a large-scale meeting for members of the network inviting World Bank staff and other relevant actors.

The YDP conferences shall develop the action plan and the priorities for the YDP network. It shall also monitor the progress of the implementation of the Children & Youth framework within the World Bank.

The steering committee shall organize the YDP conferences in cooperation and with the World Bank

YDP Steering Committee

The YDP network is coordinated by the steering committee. The steering committee is composed by 8 member organizations of the YDP, active on Global, Regional, National and Local level.

The role of the steering committee is to:

- Coordinate the actions and activities of the YDP network
- Support the YDP network to follow up the implementation of the World Bank Children & Youth framework
- Facilitate the communication within the YDP network
- Moderate the YDP web community and ensure to make information available to YDP members.
- Advocate for the implementation of the priorities made by the YDP conferences towards the World Bank and other institutions
- Facilitate and coordinate the Agenda and Action plan of the YDP network
- Be responsible for the coordination and communication with the World Bank central offices

Organization of work

- Have at least two physical meetings per year
- Have a video- or teleconference every second month
- Regularly work and communicate through e-mail and the steering group web community
- The members of the steering committee are responsible to take active part in the discussions and reply to issues on the agenda of the steering committee.

Resources

The World Bank is requested to provide the YDP steering committee with the necessary resources for the steering committee to undertake its responsibilities.

A person from a youth organization should be employed by the World Bank to facilitate the coordination of the network and play the role of secretariat for the network.

Communication

- The steering committee is responsible to communicate actions and activities to the YDP network.
- After every meeting of the steering committee a report shall be posted to the membership
- Groups of YDP members can turn to the steering committee with their proposals and concerns, in order to seek guidance and recommendations.
Activities within the YDP network

YDP youth participants at the YDP conference in Sarajevo 2004 proposed a list of activities. It has been complemented by suggestions from different YDP follow up meetings. It is a guide to national groups of YDP members:

- **Task forces on specific issues:** non-formal education on HIV/AIDS, Unemployment, Education etc. The taskforces will ensure the greatest and broadest inclusion of stakeholders and programmatic solutions. For instance, if a thematic taskforce on HIV/AIDS is created, it would be important to have HIV infected youth involved, as well as peer educators, etc.

- **Better communication on access to funding:** young people request the Bank to better advertise funding opportunities for youth organizations, and to open up new funding opportunities directly available to youth organizations;

- **Working on youth participation in Poverty Reduction Strategy Papers (PRSPs):** The informal network can be beneficial in engaging youth organizations in PRSP consultations.

- **Involvement in projects:** there is a need to explore and clarify how World Bank youth projects could involve the network and its members.

- **Develop capacity building materials and training programs** (e.g. online and distance courses) on sustainable development topics. These programs should be developed with inputs from youth organizations, in partnership with the World Bank Institute and other international development organizations.

- **Two-way communication channel between the World Bank and youth organizations.** This can be developed by e-consultations, phone hotlines, adoption of an “open-door” policy by civil society experts at field offices to provide access to youth organizations.

What are the tools of the YDP Network?

- **Website** consisting of external pages indicating the network's mission, and internal pages including, workspaces, capacity building materials, etc.; The URL is [http://www.ydpnetwork.org](http://www.ydpnetwork.org). The website will be launched in the coming weeks.

- **Email lists** to facilitate working groups, consultation with network members, etc.

- **Database of contact points** within the World Bank working on issues requiring youth involvement (a "Who to call" list).

- **“Best Practice Library”**, categorized by issue (HIV/AIDS, Youth Employment, etc.), and by topic (structure, project, program, etc.), with weekly highlights on the website to showcase specific initiatives.

- **Issue-based Learning Networks** virtual – online, videoconferences, forums – and physical – conferences, workshops- platforms supported by the World Bank to provide education, experience and resources to the organizations working on certain issues.
The workshop was supported by the

Capacity-Building and Knowledge-Sharing Partnership Program for Youth Organisations

With the financial support of the Gesellschaft für Technische Zusammenarbeit (GTZ, the implementing agency of the German Federal Ministry for Economic Cooperation and Development), the World Bank has set-up a trust fund to implement capacity-building activities for youth organizations in several countries.

The program aims to reinforce the capacity of youth organizations by assessing their current strengths and needs, and then providing tools and training to strengthen their ability to act as agents for change and advocates for development. The program also contributes to implement the recommendations formulated in the WDR07 in terms of youth participation and empowerment.

The main objectives are to:

(i) scale up youth participation by building leadership, institutional and thematic capacity of youth organizations;
(ii) strengthen the networking capacity among youth organizations;
(iii) strengthen the capacity of youth organizations to act as effective interlocutors with their governments, partners of international and bi-/multilateral development agencies;
(iv) foster debate and the exchange of experiences between young peoples’ organizations, bi-/multilateral donors and World Bank staff in order to generate new ideas for improving development work.

To leverage the activities financed by the TF the program seeks to build on current activities at the country level in order to secure sustainability and impact of the activities. Taking into account the different problems of youth and situation of youth organisations in each country all activities are country tailored in cooperation with partners based in these countries.

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