



Conference Report and Recommendations
Thematic Conference on the African Youth and Employment
Accra, Ghana
5 September 2008

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Introduction

The thematic conference of the Africa Commission focusing on youth and employment took place in Accra, Ghana, on 5 September 2008. The aim of the conference was to bring together experts, government representatives, practitioners and representatives of youth associations across Africa to identify the challenges of increasing employment amongst the youth and to propose tentative recommendations for the Africa Commission to consider at their second meeting.

The conference was hosted by three of the 18 members of the Africa Commission: The President of the ECOWAS Commission, Dr Mohammed Ibn Chambas; Ms Ngozi Okonjo-Iweala, Managing Director, the World Bank; and Ms Ulla Tornaes, Minister for Development Cooperation, Denmark. The 120 delegates were drawn from a variety of organizations including representatives from African and international NGOs, African governments, the African Development Bank, business associations and youth organizations.

Participants were organized into thematic working groups focusing on themes: 1) Improving the Climate for Enterprise (two groups); 2) Skills Development; 3) Youth in fragile situations; 4) Youth-Specific Interventions; and 5) a Policy Level Working Group.

Deliberations of the working groups were centred on identifying challenges and proposing concrete recommendations targeted at African governments; the private sector; international organizations and donor agencies; the African Union; NGOs and civil society.

The following report outlines key issues emanating from the working groups. This report will be widely circulated and will feed into the work of the Africa Commission at its second meeting in Addis Ababa on 20 November 2008.

Included in this report are the following annexes: Annex 1 outlines information about the Africa Commission; Annex II is the conference agenda, and Annex III and IV are the list of participants and working groups.

Key Messages and Recommendations

The strong link between education and job opportunities – both formal employment and self employment – was emphasized. Education of the youth should provide for a skilled and competent workforce that particularly meets the needs of the private sector.

African governments have a critical role in facilitating a better enabling environment for business growth, as low economic activity entails low overall job creation.

There is a need for a fundamental shift in the mindset of African societies in general, to a culture which values and recognizes the role of entrepreneurship and self-employment. Targeted initiatives to help this happen need to go beyond skills training. Entrepreneurial skills and workshops on helping the youth to develop entrepreneurial thinking and start their own

businesses should be integrated into school and university curricula. These need to be guided by the private sector.

Tapping into the creativity and potential of young people could prove a crucial asset for boosting economic development on the continent. Rather than viewing unemployed youth as a burden to society, there is an urgent need to focus on youth employment policies and to mainstream those policies into a larger development strategy framework.

1. Improving the Climate for Private Enterprise (Group 1 and 2)

The role of the private sector as the key driver of economic growth and job creation was recognized. The conference also emphasized that to achieve sustainable development in Africa and accelerated economic growth as the basis for poverty reduction, the role of government is crucial in facilitating an enabling environment for all businesses – domestic and foreign, large and small – to grow and create jobs.

Impediments to growth in an economy arise from a range of factors, many of which are structural as well as regulatory. Lack of market demand, lack of capital, high levels of competition, infrastructural challenges, skills shortages and an overly burdensome regulatory environment are all barriers to business growth and formalization. It was noted that small and medium sized enterprises (SMEs) and the informal sector account for two-thirds of employment in most African economies. Labour-intensive, they have the greatest potential for job creation, particularly for the youth. Despite the fact that regulations by definition are not largely observed in the informal sector, the impact of an inefficient regulatory system is nonetheless to greatly reduce opportunities for transition to the formal economy. Further and deeper reforms are necessary to improve the climate for enterprise, as private sector job creation provides the platform to give young Africans the prospects of a meaningful future.

It was generally felt that a combination of factors account for the high youth unemployment rate in Africa. Both working groups identified lack of access to finance and capital, and inadequate education and skills as key constraints to business growth. Poor access to markets and information and inadequate business development services were also noted as challenges that need to be addressed.

The conference presented a wide range of ideas and recommendations to be considered in the further work of the Africa Commission. Collectively, these ideas point to the following:

- African governments need to find imaginative ways to support better access to finance for young entrepreneurs, through direct provision of guarantee schemes and grants as well as enabling the private sector to engage through equity and venture capital funds.
- There is a need for governments to establish youth enterprise centres at the local level, which provide business training, mentoring and market information. These should be established within existing institutions, where possible.
- Special efforts by governments should be undertaken to increase the supply and quality of technical and vocational education and skills development. Training to a large extent has been supply driven in Africa and underfinanced. The starting point for vocational training needs to be focused on economic growth and the demand for more skilled workers. Governments need to engage the private sector in designing national training

strategies and increase budget spend for skills development that matches private sector demand.

- Governments should develop effective and efficient decentralized one-stop-shops that reduce the time and effort to register a business.
- Efforts should be taken to support the development of entrepreneurs. Governments have a role in encouraging this by establishing national competitions, for example in secondary schools, which recognize and reward young persons or groups of young people for the best start-up business plans. The media, acting as a partner in development, should be encouraged to publicize success stories and private sector initiatives that actively support the growth of young entrepreneurs.
- The multilateral and bilateral development partners should increase development assistance to governments in reforming the business environment and focusing assistance to the private sector to develop demand driven skills development. Longer term commitment of support is required, going beyond the typical 3-5 years support cycle and should be in line with the principles of the Paris Declaration on Aid Effectiveness.

2. *Skills Development*

The conference confirmed that a failure to orient curricula with the needs of the private sector have contributed to the mismatch of skills in youth labour markets in Africa. Skills demanded by the labour market are often not matched by the educational system, illustrating a lack of functioning feedback between educational institutions and the private sector.

The conference presented a large number of recommendations and ideas to be considered in the further work of the Africa Commission. These included:

- African governments should include vocational preparation as part of curriculum reform in the general secondary education and should pursue strategies that target an increase of e-literacy amongst the population.
- Serious consideration should be given by African governments to how to best involve the private sector in skills development relevant to the national economy.
- African governments and international development partners should increase financing for vocational education and training. The private sector should be closely involved and encouraged to participate in the development and co-financing of apprenticeship, mentoring and special training schemes.
- African governments and the international development partners should target vocational training specifically to rural areas and the key trades in these areas such as agro-processing, fishing and with a specific focus on improving agricultural productivity.
- Entrepreneurship initiatives, and where appropriate financing initiatives, should be included in secondary education and technical and vocational education and training. These could include access to microfinance, mentoring and business support.
- International development partners should engage with the private sector to support programmes that build local supply chains and that provide embedded services to local entrepreneurs. In addition, many African economies are dependent on government

expenditure and hence governments should review their own procurement policies with a view to strengthening the role of small firms in their own supply chains.

- Efforts to encourage the development of a culture that recognizes and values entrepreneurship should include targeted policy initiatives that aim to specifically grow young entrepreneurs and expand the horizons of existing businesses. Such initiatives could be supported by African governments through a National Skills Agency and sector skills committees.
- African governments and international development partners should support initiatives that include a range of business exposure programmes and internships, competitively-based and targeted at different cohorts. For example, school children could be encouraged to participate in competitions for business start-up plans and school-leavers and students could compete for internships in large companies in order to expose them to a range of possible market opportunities and provide for working experience, both in-country and abroad.

3. Youth in Fragile Situations

Youth in fragile states and fragile situations, including countries affected by climate change and natural disasters, have even fewer opportunities and face even harsher environments than young people in other African countries. Indeed, all of the challenges addressed in the previous sections are exacerbated. There is a serious challenge in addressing a severe education gap where many young adults and teenagers have not been engaged in any form of education and have lost the opportunity and ability to be taught. The conference noted that normalizing a coherent education system requires quick responses and flexible approaches, and entrepreneurship training should be introduced as early as possible and mainstreamed.

The conference presented a number of recommendations and ideas to be considered in the further work of the Africa Commission. These included:

- Re-building devastated infrastructure provides opportunities for the youth to be employed. Governments should encourage the private sector to utilize local youth and help build their skills in large infrastructural projects and works programmes.
- Special attention should be paid, and funds allocated, to including the youth in the work related to rebuilding and the reconstruction of their region or local area. A useful example is the national community building initiative, 'umuganda' or 'community work day', introduced on a monthly basis by the Rwandan government where all households participate in designated activities for the good of the community (building roads, digging wells etc) and which also help to rebuild post-conflict communities.
- Bilateral donors should not crowd out local suppliers and should stop food aid in a timely manner. In addition, they should be open to new types of partnerships with other actors, such as NGO and local associations, in helping to increase the supply of non-formal education programmes for youth and ex-combatants.
- Governments and bilateral donors should provide seed capital and access to finance schemes specifically targeted at young entrepreneurs.

- African governments in post-conflict countries should sign and ratify the African Youth Charter. The African Union has a key responsibility in encouraging and ensuring that these countries adhere to the Charter
- African governments in post-conflict countries should develop specific and targeted youth development policies and should ensure that the youth are represented in these policy dialogues.
- And broadly, special attention should be paid, and funding allocated, to the needs of young people with disabilities.

4. *Youth-Specific Interventions*

The conference recognized that programmes to mitigate youth under- and unemployment in Africa are rare and under-resourced. In acknowledging this, the conference also noted that in the short term, specific interventions focused on youth employment may be desirable, but the issue of youth employment should be mainstreamed in all economic development policies as an integral part of broader growth strategies.

The conference presented the following ideas and recommendations for the Africa Commission to consider in their further work. These include:

- In considering direct measures to support youth employment, African governments need to engage with youth organizations and youth representatives to ensure interventions are matched to their needs
- Special efforts need to be undertaken to improve labour market information, and African governments should develop national databases to help inform access to the job market
- Greater connectivity is required between training institutions and the private sector to help develop market related skills
- Programmes that help graduates and school leavers integrate into the formal economy are desirable, for instance large companies offering summer training schools and internship programmes
- There is a need for a sea-change in Africa in relation to the mindset, psychology and culture of the population towards valuing entrepreneurship as a means to wealth and job creation. Taking risks, identifying opportunities and starting a business should become the socially acceptable norm amongst Africans.
- African governments should consider providing a minimum of 5% of their national budgets targeting youth employment initiatives and youth employment programmes should be developed on a regional basis by the regional economic communities such as ECOWAS
- International donors and other actors including NGOs should adhere to the principles of the Paris Declaration on Aid Effectiveness to ensure harmonization of initiatives, reduce or avoid fragmented approaches and build on economies of scale.

5. High-Level Policy Group

The working group, chaired by Commissioner and ECOWAS President, Mohammed Ibn Chambras and comprising representatives from governments, presented the following ideas and recommendations for the Africa Commission to consider:

- African governments should develop a policy framework for youth employment in consultation with the youth and private sector.
- Special efforts need to be undertaken to create special agencies dealing with youth issues, including employment promotion. These should be well resourced.
- Youth employment is a cross-cutting issue and African governments should, in consultation, ensure that special attention is paid to the needs of business start-ups and business growth. Governments should make it easier to register a business.
- Support for training needs to be relevant to the needs of the private sector. African governments should review curricula and more emphasis needs to be placed on practical training in areas that match private sector demand and entrepreneurship training.
- African governments need to respond to the lack of access to finance especially amongst young start-up entrepreneurs. Governments should make finance available in areas such as start-up programmes, incubators, and guarantee schemes that reduce perceived risk to lending to the youth. The financial sector needs to be encouraged to develop financial products that are accessible and aimed at the youth.
- Private sector needs to be encouraged to take a more active role in promoting youth employment by working with government in curriculum development and designing strategies that better match their needs in technical and vocational training.
- African governments need to find ways to encourage the private sector to develop local supply and value chains. Likewise, governments need to review their own procurement strategies to develop better opportunities for local suppliers, especially small and medium sized enterprises.
- Development partners need to be more supportive of youth development policies and capacity development particularly in youth ministries and agencies.
- African governments should, in consultation with labour market organizations, improve labour market information, including consultation with the youth to help guide policy development.

The Way Ahead

The report and the recommendations from the conference on Youth Employment and subsequent conferences will be gathered in a catalogue for the Africa Commissioners to consider at their second meeting in Addis Ababa in November 2008. The catalogue will be made available on the website of the Africa Commission and the participants from the thematic conferences will be invited to comment on the chapter pertaining to the conference that they participated in.

The aim is to continue the dialogue with African and international partners throughout the work of the Africa Commission and even after the Commission present its final report in May 2009.

Annex I: About the Africa Commission

The aim of the Africa Commission is to improve international development cooperation with Africa and find new and innovative strategies for creating job opportunities for the youth of Africa. The Commission builds upon and seeks to contribute to the implementation of the UN Millennium Development Goals and the Africa EU Strategic Partnership agreed in Lisbon in December 2007.

At the first meeting in Copenhagen on 16 April 2008, the Commission identified a number of areas where more action is required: The first is to give the youth in Africa better opportunities for education and employment. The second is to ensure that Africa is able to adapt to climate change and exploit opportunities created by mitigation. The third is to empower women economically to foster gender equality and welfare. Increased and sustained growth that benefits all is a necessary condition to meet these challenges. But it is not a sufficient condition. Specific policy actions, tailored to country and sub-region specific conditions, are required that address each of the challenges. The Commission will seek to strengthen enterprise-led efforts at development as well as donor support to government-led initiatives. The Commission agreed on its primary objectives, which are:

- To be a Commission with Africa that seeks international partnerships to support African solutions to African problems.
- To enhance the focus of the international community on job opportunities for young Africans.
- To assist in creating ways to improve the impact of international development assistance.
- To renew thinking on how long-term programmable international development assistance can strengthen African economic performance.
- To leave a permanent mark on the way in which international development assistance programmes are structured in order to achieve the greatest possible employment effect.

The members of the Commission represent key stakeholders in international development cooperation with Africa, notably African governments, representatives from the major donor agencies, experts and representatives from NGOs as well as business people.

The Commissioners will meet three times before submitting recommendations for more effective development cooperation with Africa. The first meeting took place in Copenhagen on 16 April 2008. A second meeting will take place in Addis Ababa, Ethiopia on 20 November 2008. The third and final meeting will take place in Copenhagen in May 2009.

The Commission organizes a series of thematic conferences in Africa between the first and the second meeting of the Commission. The conferences will include broad participation of relevant stakeholders from regional organizations, youth organizations, women organizations, government, civil society, private sector, academia and international resource persons.

Members of the Commission

1. Anders Fogh Rasmussen, Prime Minister of Denmark (Chairman)
2. Christian Friis Bach, International Director of DanChurchAid
3. Klaus Bustrup, Chairman of the Board for International Development Cooperation
4. Robert Calderisi, Economic consultant, teacher and writer
5. Mohamed Ibn Chambas, President of the ECOWAS Commission
6. Luísa Dias Diogo, Prime Minister of Mozambique
7. Mo Ibrahim, Founder of Celtel
8. Donald Kaberuka, President of the African Development Bank
9. Jakaya Kikwete, President of Tanzania
10. Ellen Margrethe Løj, Special Representative of the UN Secretary General to Liberia
11. Betty Maina, Executive Director of the Kenya Association of Manufacturers
12. Asha-Rose Migiro, UN Deputy Secretary-General
13. Greg Mills, Director of the Brenthurst Foundation
14. Lauritz Holm-Nielsen, Rector of Aarhus University
15. Ngozi Okonjo-Iweala, Managing Director of the World Bank
16. Jean Ping, Chairman of the African Union Commission
17. Ulla Törnæs, Minister for Development Cooperation of Denmark
18. Koen Vervaeke, European Union Special Representative and Head of the European Commission Delegation to the African Union

Annex II: Agenda



Thematic conference on the African Youth and Employment Accra, 5 September 2008

- 09.00 Welcoming remarks by Commissioner Dr. Mohammed Ibn Chambas, President of the ECOWAS Commission
- Introductory remarks by Ms. Ulla Tornas, Minister for Development Cooperation of Denmark
- Introductory remarks by Ms. Ngozi Okonjo-Iweala, Managing Director, the World Bank
- Key note speech by Ms. Mary Chinery-Hesse, Chief Advisor to the President of Ghana
- 10.00 Coffee Break
- 10.30 Working Session: Participants divide into working groups (please refer to the enclosed list and template. Please also see the discussion and background papers for information about the themes of the groups).
- 12.00 Buffet lunch
- 13.15 Working Session continued
- 15.15 Coffee Break
- 15.30 Plenary session: Presentations by each working group and Q&A
- Summary of the discussion, presentation of tentative list of recommendations and future steps by the hosting Commissioners
- 17.15 Concluding remarks
- 17.45 Press Conference (Commissioners only)
- 17.45 Reception
- 19.00 Buffet dinner

Annex III: List of Participants

Name	Title	Organization	Country		
Commissioners					
Dr.	Chambas	Mohamed Ibn	President	ECCOWAS	Ghana
Dr.	Okonjo-Iweala	Ngozi	Managing Director	The World Bank	Nigeria
Ms.	Tornas	Ulla	Minister for Development Cooperation	Ministry of Foreign Affairs, Denmark	Denmark
Ministers					
Mr.	Akomea	Nana	Minister for Youth and Employment	Ministry of Manpower, Youth and Employment, Ghana	Ghana
M.	Abdourahamane	Seydou	Ministre de la jeunesse et des Sports	Ministère de la Jeunesse et des Sports	Niger
Ms.	Alima Mahama	Hajja	Minister for Women and Children's Affairs	Ministry of Women and Children's Affairs, Ghana	Ghana
Dr.	Diop	Adrienne	Commissioner for Gender and Human Development	ECCOWAS Commission	Senegal
Dr.	El Bakri	Zeinab	Vice President of the African Development Bank	AfDB	Sudan
M.	Kouraba	Justin	Ministre de la jeunesse et de l'emploi	Ministère de la Jeunesse et de l'emploi	Burkina Faso
M.	N'Diaye	Ibrahima	Ministre de l'Emploi et de la Formation Professionnelle	Ministère de l'Emploi et de la Formation Professionnelle	Mali
Mme	Siptey	Kanda	Ministre de la Fonction Publique et du Travail	Ministère de la Fonction Publique et du Travail	Niger
Mr.	Wiredu	Baah	Minister of Finance and Economic Planning	Ministry of Finance and Economic Planning, Ghana	Ghana
Key-note speaker					
Ms.	Chinery-Hesse	Mary	Chief Advisor to President Kufour		Ghana
Participants					
Mr.	Acheampong	Tony	Pastor	International City Baptist Church	Denmark/Ghana
Mr.	Abdulai	Alhassan	Executive Director	Center for Promotion of Youth Development	Ghana
Mr.	Abdul-Hanan	Zakaria	Student	Copenhagen Consensus 2008 Youth Forum	Ghana
Ms.	Acolatse	Shika	Project Manager	TechnoServe	Ghana
Ms.	Adjei	Elisabeth	Director	Ghana Immigration Service	Ghana
Ms.	Adjei	Betty	Deputy Country Manager	Winrock International	Ghana
Mr.	Ahanhanzo	Joseph	Chargé de Programme	Ambassade du Danemark	Benin
M.	Anagonou	Bruno Yaovi	DG Promotion Emploi et PME	Ministère du Travail et de la Fonction Publique	Benin

M.	Remi	Gbagudi	Personal Assistant to Dr. Chambas	ECOWAS	
Dr.	Musah	Abdel-Farau	Conflict Prevention Advisor	ECOWAS	Ghana
Ms.	Tarr	Benetta		ECOWAS	
Mr.	Adotey Akai	Daniel	Communications and Research Officer	Corporate Social Responsibility Movement	Ghana
Ms.	Agboh	Lea	Assistant - Policy Dialogue	OECD	Ghana
Ms.	Agersnap	Hanne	MP	The Danish Parliament	Denmark
Ms.	Agoston	Robyn	Country Program Officer (Ghana)	Youth Challenge International	Ghana
Mr.	Alhassan	Issaka	Project Officer	Youth Action on Reproductive Order	Ghana
Mr.	Amoasi-Andoh	Kwamina	Consultant	ILO	Ghana
Mr.	Anokye	Samuel		Association of Ghanaian Industries	Ghana
Mr.	Aryeetey	Ernest	Professor	Institute of Statistical, Social and Economic Research	Ghana
Mr.	Ayuk Tabe	Julius	Area Academy Manager	Cisco Systems Networking Academy	Nigeria
Dr.	Barclay	Anthony	Counsieller au developpement humain	ECOWAS Commission	
Ms.	Banya	Christy	Programme Analyst	UNDP	Ghana
Mr.	Berthelsen	Vagn	President of Alliance 2015, Secretary General IBIS	IBIS	Denmark
Mr.	Bustrup	Thomas	Director	Danish Industry	Denmark
Dr.	Baah Boateng	William	Labour Advisor	Ministry of Manpower, Youth and Employers	Ghana
Ms.	Bortei-Doku Aryeetey	Ellen	Senior Research Fellow	University of Ghana	Ghana
Mr.	Balde	Boubacar	Cabinet chef	Ministère pour la Promotion de l'Emploi des Jeunes	
Mr.	Caesar-Sowah	Patrice	Deputy National Coordinator	National Youth Employment	Ghana
Mr.	Caifaz	Ilídio	National Director of Employment		Mozambique
Mr.	Campbell	Alan	Chief Operations Officer	FABCOS	South Africa
Mr.	Chune	Noah	Director of Research and Education	Central Organisation of Trade Unions (COTU) - Kenya	Kenya
Ms.	Cisse	Katy	Consultant and Researcher	Cheikh Anta Diop University, Dakar	Senegal
Mr.	Cofie	Charles	Chief Executive Officer	Unilever Ghana Limited	Ghana
Ms.	da Silva	Celmira	National Director of Youth and Sports		Mozambique
Mr.	D'Alcantara Zoeli	Pierre	President and Chief Executive Director	Junior Achievement Afrique Francophone	Benin
Ms.	Darroll	Chris	Executive Director	Small Business Project (SPB).	South Africa

				Johannesburg	
Ms.	de Lange	Albertine	Rural Employment Officer	FAO	Ghana
Mr.	Debebe	Ashebir	Deputy Country Director, Somalia/Somaliland Program	Save the children - Denmark	Kenya
Mr.	Dei	Serh	Chairman	Marmatten Investment	Ghana
Mr.	Diawara	Balla	Chef de la division insertion des jeunes	Ministère de la Jeunesse et des Sports	Mali
Mr.	Djokoto	Jervis	Director of BREIDA	The Ghana Baptist Convention	Ghana
Mr.	Donkoh	Archibal	Acting National Coordinator	National Youth Council	Ghana
Mr.	Edudzie	Emmanuel	Executive Director	Youth Empowerment Synergy	Ghana
Ms.	Even	Henok		Center for African Women Economic Empowerment (CAWEE)	Ethiopia
Mr.	Gmabi	Philip	The Youth Forum Project	The Ghana Friendship groups in Denmark	Ghana
Ms.	Haile	Nigest	Executive Director	Center for African Women Economic Empowerment (CAWEE)	Ethiopia
Mr.	Hannington	Segerinya	Chairperson of the national youth council executive	Uganda Red Cross Society	Uganda
M.	Harouna	Abdourama ne	Directeur National de la Promotion de l'Emploi	Ministère de la Fonction Publique et du Travail	Niger
Ms.	Holst	Marianne	Resident adviser	Majovo Limited	Ghana
Ms.	Hribernigg	Doris	Focal Point, Human Security Coordination	UNIDO	Sierra Leone
M.	Idrissa	Amadou	Directeur Général de l'Agence Nationale de la Promotion de l'Emploi	Ministère de la Fonction Publique et du Travail	Niger
Mr.	Imoro Andani	Prince	Special Adviser on the Northern Sector	Office of the President	Ghana
Mr.	Jacobsen	Ulrik	Education Consultant	Danish Mission Council	Denmark
Mr.	John Sesay	Benjamin	Administrative Officer	West Africa Youth Network	Sierra Leone
Mr.	Kabah Alowe	Leo	National Coordinator	National Youth Employment	Ghana
Mr.	Kanawe	Médékédina	Jeune entrepreneur	Fonds d'Insertion des Jeunes (F.I.G)	Togo
Mr.	Kanton	Osman	Director	Action For Sustainable Development (ASUDEV)	Ghana
Ms.	Karikari Anang	Rose	Executive Director	Ghana Employers Association (GEA)	Ghana
Mr.	Kattah	Daniel	Principal Planning Officer	Ministry of Women and Children's Affairs	Ghana
Mr.	Kofoed	Morten	Process Consultant	Baptist Church Denmark	Denmark
Ds.	Koch	Julie	International Director	Danish Youth Council	Denmark
Mr.	Koita	Idrissa	Directeur National de l'Emploi	Point focal du PAFESPRIM	Mali

Ms.	Koroma	Rugiatu	Director	Youth Action for Rural Development (YARD)	Sierra Leone
Ms.	Lansah Yakubu	Adisa	Executive Director	Africa 2000 Network - Ghana	Ghana
Ms.	Lawal	Rafia	The Youth Forum Project	The Ghana Friendship groups in Denmark	Ghana
Ms.	Lillelund Beck	Gitte	MP	The Danish Parliament	Denmark
Mr.	Murangira	Ambrose	Chairman	Uganda National Association of the Deaf	Uganda
Ms.	Arhin	Nana Frimpoma		DFID	Ghana
Mr.	Boahen	Rockson	Chairman	The National Youth Parliament	Ghana
Mr.	Mahama	Shani	The Youth Forum Project	Ghanaian Friendship Group Denmark	Denmark
Mr.	Mahamadu Yahaya	Roland	Centre Co-ordinator	Ghanaian Danish Community Programme (GDCCP)	Ghana
Ms.	Nielsen-Englyst	Camilla	The Youth Forum Project	The Ghana Friendship groups in Denmark	Denmark
Ms.	Nkombo	Nachilala	Programme Officer	Mellemfolkeligt samvirke - Zambia	Zambia
Mr.	Nurakor	Frank	Young Entrepreneur	North Tongu District Assembly	Ghana
Mr.	Ogunbayo	Oluwatobi	Programme outreach officer for Wset Africa	Africa Business Roundtable	Nigeria
Mr.	Olabode-Williams	Kojo	Public Relations Officer	Association of Ghanaian Industries	Ghana
Mr.	Onyelukachukwu	Ojugo	Programme Officer	Africa Business Roundtable	Nigeria
Ms.	Opoku	Parience	Ag. Director of the Department of Women	Ministry of Women and Children's Affairs	Ghana
Mr.	Ousmane Maman	Ibrahim	Secrétaire Permanent National ANPJ	Association Nigérienne pour la Promotion des Jeunes	Niger
Ms.	Pérez Valera Jensen	Lotte	Project Manager	Børnefonden	Denmark
Dr.	Pilgrim	Markus	Manager	Youth Employment Network	Switzerland
Dr.	Pitamber	Sunita	Adviser to the Vice President of the AfDB	African Development Bank	Sudan
Ms.	Rasmussen	Birgitte	Director	IBIS Ghana	Ghana
Mr.	Sankaituah	Joseph	President	Federation of Liberian Youth	Liberia
Prof.	Sissoko	Youssouf	Chargé de mission	Agence pour la Promotion de l'Emploi des Jeunes	Mali
Mr.	Spanner	Thomas	Programme Coordinator	Baptist Church Denmark	Denmark
Mr.	Tandoh	Clement	Programme Director	IBIS Ghana	Ghana
Mr.	Taylor	Don	Education Advisor	DFID	Ghana
Mr.	Tehou	Arnaud Paul	Secrétaire Général	Organisation Consultative de la Jeunesse	Benin
Mr.	Tenywa	Godfrey	Sign Language Interpreter	Uganda National Association of the Deaf	Uganda
Mr.	Thompson	Uwem	Information Officer	ECOWAS	

Mr.	Thusi	Nathaniel	Manager of SME Development & Training	Foundation for African Business & Consumer Services (FABCOS)	South Africa
Mr.	Traoré	Siriman	Président	Council National de la Jeunesse du Mali	Mali
Mr.	Tsekpo	Tony	Professor	University of Ghana	Ghana
Mr.	Tsike Sossah	Eyram Simon	Chief Executive Officer	Abusua Foundation	Ghana
Ms.	Ugbe	Siritiki Tarfer	Director Gender, Youth Employment, Drug Control and CSO	ECOWAS Commission	Nigeria
Dr.	Verick	Sher	Economic affairs Officer, Youth Focal Point	UNECA	Australia
Dr.	Yaw Baah	Anthony	Technical Director	Trades Union Congress	Ghana
Royal Danish Embassy, Accra					
Mr.	Bjork Petersen	Flemming	Ambassador	Royal Danish Embassy, Accra	Ghana
Mr.	Barlyng	Stig	Ambassador	Royal Danish Embassy, Accra	Ghana
Ms.	Christensen	Camilla	First Secretary	Royal Danish Embassy, Accra	Ghana
Mr.	Jepsen	Lars	Programme Co-ordinator	Royal Danish Embassy, Accra	Ghana
Ms.	D'Almeida	Anita Patience	Programme Co-ordinator	Royal Danish Embassy, Accra	Ghana
Mr.	Mensah	Hammond	Senior Programme Officer	Royal Danish Embassy, Accra	Ghana
Mr.	Nicolaisen	Martin Arvad	Intern	Royal Danish Embassy, Accra	Ghana
Ms.	Olsen	Ann-Sofi	Intern	Royal Danish Embassy, Accra	Ghana
Mr.	Pappoe	Fred	Senior Programme Officer	Royal Danish Embassy, Accra	Ghana
Mr.	Poulsen	Jan Pirouz	Minister Counsellor	Royal Danish Embassy, Accra	Ghana
Ms.	Sarpong	Akua	Senior Programme Officer	Royal Danish Embassy, Accra	Ghana
Danish Ministry of Foreign Affairs					
Mr.	Nilaus Pedersen	Carsten	Under Secretary of State	Danish Ministry of Foreign Affairs	Denmark
Ms.	Machon	Lotte	Private Secretary to the Minister for Development Cooperation	Danish Ministry of Foreign Affairs	Denmark
Mr.	Thonke	Ole	Deputy Head of Division. Africa Department	Danish Ministry of Foreign Affairs	Denmark
Mr.	Lindqvist	Torben	Chief Technical Advisor	Danish Ministry of Foreign Affairs	Denmark
Secretariat of the Africa Commission					
Mr.	Klynge	Casper	Head of Secretariat	The Secretariat of the Africa Commission	Denmark
Mr.	Elkjær	Morten	Chief Technical Advisor	The Secretariat of the Africa Commission	Denmark
Mr.	Harboe	Esbén	Head of Communication	The Secretariat of the Africa Commission	Denmark
Ms.	Mandel	Lene	Head of section, General Issues	The Secretariat of the Africa Commission	Denmark
Mr.	Ravnkilde	Adam	Head of Section, Logistics	The Secretariat of the Africa Commission	Denmark

				Commission	
Mr.	Ege	Alexander	Head of Section	The Secretariat of the Africa Commission	Denmark
Journalists					
Mr.	Goloko	Aliou	Journalist	Allafrica.com	Senegal
Ms.	MacCarthy	Clare	Journalist	The Economist & Irish Times	Ireland/ Denmark
Mr.	Lund	Michael	Journalist	Freelance	Denmark
Ms.	Bergqvist	Karin	Journalist	Freelance	Denmark

Annex IV: Working Groups

Working Group 1 (blue): Improving the Climate for Enterprise					
Name		Position	Organisation	Country of residence	
Ms.	Betty	Adjei	Deputy Country Manager	Winrock International	Ghana
Ms.	Gitte	Lillelund Bech	MP	The Danish Parliament	Denmark
Mr.	Alan	Campbell	Chief Operations Officer	FABCOS	South Africa
Mr.	Kojo	Olabode-Williams	Public Relations Officer	Association of Ghanaian Industries	Ghana
Mr.	Oluwatobi	Ogunbayo	Programme outreach officer for Wset Africa	Africa Business Roundtable	Nigeria
Mr.	Seth	Dei	Chairman	Marmatten Investment	Ghana
Mr.	Thomas	Bustrup (moderator*)	Director	Danish Industry	Denmark
Mr.	Leo	Kabah Alowe	National Coordinator	National Youth Employment	Ghana
Mr.	Frank	Nutakor	Entrepreneur	North Tongu District Assembly	Ghana
Mr.	Osman	Kanton	Director	Action For Sustainable Development (ASUDDEV)	Ghana
Mr.	Vagn	Berthelsen	President of Alliance 2015, Secretary General IBIS	IBIS	Denmark
Ms.	Patience	Opoku	Ag. Director of the Department of Women	Ministry of Women and Children's Affairs	Ghana
Dr.	Sher	Verick (rapporteur**)	Economic affairs Officer, Youth Focal Point	UNECA	Australia
Ms.	Marianne	Holst	Resident adviser	Majovo Limited	Ghana
Mr.	Ambrose	Murangira	Chairman	Uganda National Association of the Deaf	Uganda
Dr.	Anthony	Yaw Baah	Technical Director	Trades Union Congress	Ghana
Mr.	Godfrey	Tenywa	Sign Language Interpreter	Uganda National Association of the Deaf	Uganda
Ms.	D'Almeida	Anita Patience	Programme Coordinator	Royal Danish Embassy	Ghana

Mr.	Hammond	Mensah (facilitator**)	Senior Programme Officer	Royal Danish Embassy	Ghana
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Working Group 2 (green): Improving the Climate for Enterprise					
Name			Position	Organisation	Country of residence
Mr.	Idrissa	Koïta	Directeur National de l'Emploi	Point focal du PAPI/SPRIM	Mali
Ms.	Rose	Karikari Anang (moderator*)	Executive Director	Ghana Employers Association (GEA)	Ghana
Mr.	Balde	Boubacar	Cabinet chef	Ministère pour la Promotion de l'Emploi des Jeunes	Guinea
Mr.	Ibrahim	Ousmane Maman	Secrétaire Permanent National ANPJ	Association Nigérienne pour la Promotion des Jeunes	Niger
Ms.	Albertine	de Lange	Rural Employment Officer	FAO	Ghana
Ms.	Hanne	Agersnap	MP	The Danish Parliament	Denmark
Ms.	Christy	Banya	Programme Analyst	UNDP	Ghana
Mr.	Pierre	D'Alcantara Zoeli	President and Chief Executive Director	Junior Achievement Afrique Francophone	Benin
Ms.	Birgitte	Rasmussen	Director	IBIS Ghana	Ghana
Dr.	Märkus	Pilgrim (rapporteur**)	Manager	Youth Employment Network	Switzerland
Mr.	Daniel	Adotey Akai	Communications and Research Officer	Corporate Social Responsibility Movement	Ghana
Mr.	Balla	Diawara	Chef de la division insertion des jeunes	Ministère de la Jeunesse et des Sports	Mali
Mr.	Médékédina	Kanawe	Jeune entrepreneur	Fonds d'Insertion des Jeunes (F.I.G)	Togo
Ms.	Shika	Acolatse	Project Manager	TechnoServe	Ghana
Mr.	Ojugo	Onyelukachukwu	Programme Officer	Africa Business Roundtable	Nigeria
Mr.	Ernest	Aryectey	Professor	Institute of Statistical, Social and Economic Research	Ghana
Mr.	Abdouramane	Harouna	Directeur National de la Promotion de l'Emploi		Niger
Mr.	Iyram Simon	Tsike-Sossah	Chief Executive Officer	Abusua Foundation	Ghana

Mr.	Siriman	Traoré	Président	Council National de la Jeunesse du Mali	Mali
Mr.	Ole	Thonke (facilitator***)	Deputy Head of Department	Danish Ministry of Foreign Affairs	Denmark
Mr.	Joseph	Ahanhanzo	Royal Danish Embassy, Cotonou	Danish Ministry of Foreign Affairs	Benin
Mr.	Amadou	Tehou	Sécrétaire Général	Organisation Consultative de la Jeunesse	Benin

Working Group 3 (orange): Skills Development					
Name		Position	Organisation	Country of residence	
Mr.	Ulrik	Jacobsen	Education Consultant	Danish Mission Council	Denmark
Mr.	Charles	Cofic	Chief Executive Officer	Unilever Ghana Limited	Ghana
Mr.	Ashebir	Debebe	Deputy Country Director	Save the children - Denmark	Kenya
Dr.	William	Baah Boateng (rapporteur**)	Labour Advisor	Ministry of Manpower, Youth and Employers	Ghana
Prof.	Youssouf	Sissoko	Chargé de mission	Agence pour la Promotion de l'Emploi des Jeunes	Mali
Mr.	Alhassan	Abdulai	Executive Director	Center for Promotion of Youth Development	Ghana
Mr.	Daniel	Kattah	Principal Planning Officer	Ministry of Women and Children's Affair	Ghana
Mr.	Julius	Ayuk Tabe (moderator*)	Area Academy Manager	Cisco Systems Networking Academy	Nigeria
Mr.	Jervis	Djokoto	Director of BREDA	The Ghana Baptist Convention	Ghana
Mr.	Shani	Mahama	The Youth Forum Project	Ghanaian Friendship Group Denmark	Denmark
Mr.	Issaka	Alhassan	Project Officer	Youth Action on Reproductive Order	Ghana
Mr.	Segerinya	Hannington	Chairperson of the national youth council executive	Uganda Red Cross Society	Uganda
Mr.	Philip	Gmabi	The Youth Forum Project	The Ghana Friendship groups in Denmark	Ghana
M.	Amadou	Idrissa	Directeur Général de l'Agence Nationale de la Promotion de l'Emploi	Agence Nationale de la Promotion de l'Emploi	Niger

Mr.	Noah	Chune	Director of Research and Education	Central Organisation of Trade Unions (COTU) - Kenya	Kenya
Mr.	Samuel	Anokye		Association of Ghanaian Industries	Ghana
Ms.	Nachilala	Nkombo	Programme Officer	Mellemfolkeligt samvirke - Zambia	Zambia
Mr.	Nathaniel	Thusi	Manager of SME Development & Training	Foundation for African Business & Consumer Services (FABCOS)	South Africa
Mr.	Lars	Jepsen (facilitator***)	Programme Co-ordinator	Royal Danish Embassy, Accra	Ghana

Working Group 4 (purple): Youth in Fragile Situations					
Name			Position	Organisation	Country
Mr.	Joseph	Sankaituah	President	Federation of Liberian Youth	Liberia
Ms.	Robyn	Agoston	Country Program Officer (Ghana)	Youth Challenge International	Ghana
Ms.	Rugiatu	Koroma	Director	Youth Action for Rural Development (YARD)	Sierra Leone
Mr.	Prince	Imoro Andani	Special Adviser on the Northern Sector	Office of the President	Ghana
Ms.	Ellen	Bortei-Doku (moderator *)	Senior Research Fellow	University of Ghana	Ghana
Ms.	Rafia	Lawal	The Youth Forum Project	The Ghana Friendship groups in Denmark	Ghana
Ms.	Camilla	Nielsen-Englyst (rapporteur**)	The Youth Forum Project	The Ghana Friendship groups in Denmark	Denmark
Mr.	Emmanuel	Edudzie	Executive Director	Youth Empowerment Synergy	Ghana
Mr.	Benjamin	John Sesay	Administrative Officer	West Africa Youth Network	Sierra Leone
Mr.	Thomas	Spanner	Programme Coordinator	Baptist Church Denmark	Denmark
Ms.	Nigest	Haile	Executive Director	Center for African Women Economic Empowerment (CAWEE)	Ethiopia
Mr.	Akua	Sarpong (facilitator***)	Programme Coordinator	Royal Danish Embassy, Accra	Ghana

Working group 5 (red): Youth-Specific Interventions					
Name		Position	Organisation	Country	
Mr.	Zakaria	Abdul-Hanan	Student	Copenhagen Consensus 2008 Youth Forum	Ghana
Dr.	Julie	Koch	International Director	Danish Youth Council	Denmark
Ms.	Lea	Agboh	Assistant - Policy Dialogue	OECD	Ghana
Mr.	Roland	Mahamadu Yahaya	Centre Co-ordinator	Ghanaian Danish Community Programme (GDGP)	Ghana
Mr.	Tony	Acheampong	Pastor	International City Baptist Church	Denmark/Ghana
Ms.	Doris	Hribernigg	Focal Point, Human Security Coordination	UNIDO	Sierra Leone
Mr.	Clement	Tandoh	Programme Director	IBIS Ghana	Ghana
Mr.	Tony	Tsekpo (moderator*)		University of Ghana	Ghana
Ms.	Lotte	Pérez Valera Jensen	Project Manager	Børnefonden	Denmark
Ms.	Elisabeth	Adjei	Director	Ghana Immigration Service	Ghana
Mr.	Archibal	Donkoh	Acting National Coordinator	National Youth Council	Ghana
Mr.	Kwamina	Amoasi-Andoh (rapporteur**)	Consultant	ILO	Ghana
Ms.	Adisa	Lansah Yakubu	Executive Director	Africa 2000 Network - Ghana	Ghana
Mr.	Torben	Lindqvist (facilitator***)	Chief Technical Advisor	Danish Ministry of Foreign Affairs	Denmark

Working Group 6: Policy Level Working Group					
Name		Position	Organisation	Country	
Dr.	Mohamed Ibn	Chambas (moderator*)	President	ECOWAS	Ghana
Mr.	Nana	Akomea	Minister for Youth and Employment	Ministry of Manpower, Youth and Employment, Ghana	Ghana
M.	Seydou	Abdourahamane	Ministre de la jeunesse et des Sports	Ministère de la Jeunesse et des Sports	Niger
Ms.	Hajia	Alima Mahama	Minister for Women and Children's Affairs	Ministry of Women and Children's Affairs, Ghana	Ghana
Dr.	Zeinab	El Bakri	Vice President of the African Development Bank	AfDB	Sudan

M.	Justin	Koutaba	Ministre de la jeunesse et de l'emploi	Ministère de la Jeunesse et de l'emploi	Burkina Faso
M.	Ibrahima	N'Diaye	Ministre de l'Emploi et de la Formation Professionnelle	Ministère de l'Emploi et de la Formation Professionnelle	Mali
Mme	Kanda	Siptey	Ministre de la Fonction Publique et du Travail	Ministère de la Fonction Publique et du Travail	Niger
Mr.	Baah	Wiredu	Minister of Finance and Economic Planning	Ministry of Finance and Economic Planning, Ghana	Ghana
Mr.	Patrice	Caesar-Sowah	Personal Secretary	Minister for Youth and Employment	Ghana
Dr.	Sunita	Piramber	Adviser to the Vice President of the AfDB	African Development Bank	Sudan
Mr.	Morten	Elkjær (facilitator***)	Chief Technical Advisor	The Secretariat of the Africa Commission	Denmark

*** Moderator:** The moderator will be responsible for guiding the discussion and making sure that the discussion is canalized into concrete and implementable recommendations (cf. the discussion paper). The moderator is also responsible for designating a presenter, who will present the findings of the group in the concluding plenary session.

**** Rapporteur:** The rapporteur is responsible for taking notes and preparing a short written report, which reflects the discussions in the group and the suggested recommendations (cf. the template)

*****Facilitator:** The Facilitator is responsible for escorting participants to and from the break out room, to lunch on time, securing that delays are avoided, securing that the process is adhered to (preferably that the template is filled in) and securing that the plenary presentation is prepared on time. The facilitator is also requested to assist with practical matters such as laptops, translations etc. including finding solutions to unexpected problems.