



**REPUBLIC OF RWANDA**

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**National Youth Policy**  
*Towards a HAPPi Generation*

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**Kigali, September 2015**

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## LIST OF ACRONYMS AND ABBREVIATIONS

<b>BDCs</b>	Business Development Center
<b>BDF</b>	Business Development Fund
<b>BDS</b>	Business Development Services
<b>CSO</b>	Civil Society Organization
<b>DHS</b>	Demographic Health Survey
<b>EALA</b>	East African Legislative Assembly
<b>EDPRS</b>	Economic Development and Poverty Reduction Strategy
<b>EICV</b>	Integrated Household Living Conditions Survey
<b>FBO</b>	Faith Based Organizations
<b>GDP</b>	Gross Domestic Product
<b>GoR</b>	Government of Rwanda
<b>HAPPI</b>	Health, Aptitude/Attitude, Patriotism, Productivity, Innovation
<b>ICT</b>	Information and Communications Technology
<b>ILO</b>	International Labor Organization
<b>KHI</b>	Kigali Institute of Health
<b>MDA</b>	Ministries Departments and Agencies
<b>MDG</b>	Millennium Development Goal
<b>MIFOTRA</b>	Ministry of Public Service and Labor
<b>MINAGR</b>	Ministry of Agriculture
<b>MINEDUC</b>	Ministry of Education
<b>MINICOM</b>	Ministry of Commerce, Trade and Industry
<b>MINIJUST</b>	Ministry of Justice
<b>MINISANTE</b>	Ministry of Health
<b>MINSPOC</b>	Ministry of Sports and Culture
<b>MMR</b>	Maternal Mortality Rate
<b>NEP</b>	National Employment Promotion
<b>NGO</b>	Non-Governmental Organization
<b>NISR</b>	National Institute of Statistics of Rwanda
<b>NYC</b>	National Youth Council
<b>NYP</b>	National Youth Policy
<b>OPM</b>	Office of the Prime Minister
<b>PPP</b>	Private Public Partnership
<b>PSF</b>	Private Sector Foundation
<b>RDB</b>	Rwanda Development Board
<b>RDHS</b>	Rwanda Demographic and Health Survey
<b>RPHC4</b>	4th Rwanda Population and Housing Census
<b>REMA</b>	Rwanda Environment Management Authority
<b>RH</b>	Reproductive Health
<b>SACCO</b>	Saving and Credit Cooperatives
<b>SME</b>	Small and Medium Enterprises
<b>SRH</b>	Sexual Reproductive Health
<b>STI</b>	Sexually Transmitted Infection
<b>TVET</b>	Technical Vocational Education and Training

<b>UNDP</b>	United Nations Development Programmed
<b>UNICEF</b>	United Nations Children's Fund
<b>UNV</b>	United Nations Volunteers
<b>USD</b>	United States Dollar
<b>VCT</b>	Voluntary Counseling and Testing
<b>VTC</b>	Vocational Training Centers
<b>WDA</b>	Work Force Development Authority
<b>YDI</b>	Youth Development Index
<b>YEGO</b>	Youth Empowerment for Global Opportunities

## EXECUTIVE SUMMARY

This Policy is a revised version of the 2006 National Youth Policy. It was undertaken by the Ministry of Youth and ICT so as to update and renew the direction of the Youth Sector in relation to a number of guidelines and orientation that have since emerged in the Sector. The revision also takes into consideration the Post-2015 global agenda context as enshrined into the Sustainable Development Goals (SDGs).

According to the 4th Rwanda Population and Household Census of 2012, Based on today's situation, young Rwandans aged between 0-35 years account for 78.7 % of the Country's population which is currently over 10.5 million of which 4.16 million are aged between 14 -35 years. Almost 60% of them are employed while 4.1% are unemployed and 37% inactive, of which 75% of the economically inactive are students and 16% look after families. Unemployment rate is higher among young women (4.9 %) as compared to young men (3.2%). The highest unemployment rate is observed among young active women living in urban areas (13%) and university graduates (13.2%).

This youth policy is aligned to the Rwanda Vision 2020, the National Employment Programme (NEP) as well as the National Information and Communications Infrastructure (NICI) Plan amongst other national development plans and macro-economic policies. The Policy is also aligned to the Economic Development and Poverty Reduction Strategy (EDPRS2), especially on its two pillars, which are economic transformation and productivity and youth employment.

The policy clearly establishes a comprehensive and targeted youth programming through economic empowerment with strong emphasis on mainstreaming job-based budgeting in all sectors. It envisages the decentralisation of youth structures and a strong mobilization mechanism up to the village level. It also defines clear mechanism of establishing a strong synergy between Youth and ICT.

Considering the current priorities and trends of Rwanda's Development, the definition of Youth in terms of age has been revised in this policy. It was brought from 14–35 years to 16–30 years due to a number of factors including among others:

- (i) The need to keep in close conformity with regional and international bodies that Rwanda subscribes to such as:
  - a. The African Youth Charter adopted by the seventh ordinary session of the African Union Assembly held in Banjul - Gambia on the 2nd July 2006, ratified by Rwanda on 7<sup>th</sup> August 2007, defines youth or young people as a category of people between the ages of 15 and 35 years;
  - b. The United Nations General Assembly, by its resolution 50/81 in 1995, adopted the World Programme of Action for Youth to the Year 2000 and beyond and reiterated

- that the United Nations defines "youth", as those persons between the ages of 15 and 24 years, without prejudice to other definitions by member states;
- c. For the Commonwealth, which Rwanda joined in November 2009 and becoming the association's 54<sup>th</sup> member, youth are defined as people between 15-29 years.
- (ii) With a need to harmonize the definition of youth and youth programmes taking into account the current local policies and legal frameworks, this Policy shall also complement related policies such as:
- a. The Integrated Child Policy of Rwanda that defines a child as persons below 18 years (taken care from the time before their birth until they complete the age of 18 years), the age for consent and voting rights among others. It also prohibits from employing any person under 18 years old into employment that is deemed hazardous and worst forms of labour.
  - b. The National and Vocational Education and Training (TVET) Policy (2008) that aims to guarantee that all TVET measures achieve the maximum economic impact through providing all sectors with appropriately qualified workforce in the needed number in accordance to the different qualification levels.
  - c. The Education Sector Policy (2003) with a direction clearly defined: involve vocational standards and national needs and reach a sufficient number of graduates who are well-trained and therefore able to meet the development needs of Rwanda.
  - d. The National Policy for Family Promotion (2005) that has among its actions to protect youth against the evils of society and to educate them to positive family values.
  - e. The Employment Policy (2006) that promotes the employment of youth, women, persons with disability, the marginalized and increasing their contribution to economic production.
  - f. The National Gender Policy (2010) that seeks to eradicate the imbalance between young man and young girls' rights among others.
  - g. The Rwanda Sports Development Policy (2012) that promotes youth clubs.
  - h. The National Culture Heritage Policy (2014), which promotes the education of culture values to the youth.

The main vision of this new policy is to achieve a Health, Aptitude/Attitude, Patriotism, Productivity, and Innovation- HAPPi Generation. Through this policy the Government of Rwanda (GoR) puts much focus on youth economic empowerment by addressing issues related to unemployment and underemployment, limited skills, low rate of access to finance and markets, mismatch of current education curriculum vis a vis skills required on both local and global labour market, high population growth in relation to economic growth, poor monitoring of the vast sector, among others. The Policy proposes a holistic set of strategies for actions to achieve the above-mentioned issues.

The Policy encourages youth's involvement in private sector activities. The proposed approaches include, but are not limited to -e effective job mainstreaming, improving skills acquisition through TVET trainings, inculcating the culture of saving among young people, involving the Private Sector in supporting access to innovative financing initiatives for youth.

It also ensures that the formal education curriculum is tailored to the needs of the job market and it promotes job oriented non-formal skills training for out of school youth. Critically, it introduces a youth development index that holistically will help in tracking the socio-economic development of Rwandan youth. Finally the policy will enhance youth mobilization with the view to achieve the inclusive youth development.

The policy emphasizes on the need to promote a gender inclusive and rights based approach to all development of youth programmes. It seeks to promote decent work, gender equity and equality among Rwandan youth both males and females.

### 1.1. Background

The previous National Youth Policy was approved by the Government of Rwanda (GoR) in 2006. Its main goal was to promote youth economic, social, cultural, intellectual and moral welfare. The focus at that time was on youth participation and promotion of social related aspects of development. Since then, there has been a shift towards emerging challenges related to youth's economic empowerment.

According to the 4<sup>th</sup> Rwanda Population and Housing Census (RPHC4) of 2012, the population of Rwanda was 10.5 million with 78.7% aged below 35 years. Young people aged between 16-30 years is 29% of which 51.0% are female and 48.9% are male. Among them, 20.9% live in urban areas and 79.1% in rural areas.

Narrowing down, the Eastern province has the largest proportion of youth, followed by the Southern and Western province. It is important to note that the population of young people aged between 16-30 years is 29% of the total population (3,047,342) of which 51.0% are female and 48.9% are male. Among them, 20.9% live in urban areas and 79.1% in rural areas. Young people aged between 15-29 accounts for 29.2%, which is 3,069,554 of the population.

In the past 10 years, Rwanda's socio-economic development has been sustained and for a promising economic transformation leading to good performance in all sectors of development. GDP grew at an average of 8.8% between 2006 and 2011. Poverty trends reduced from 56% in 2008 to 44% in 2013, this implies a significant reduction of 12% within a period of five years. Poverty in Rwanda has fallen faster in comparison with other successful countries in Sub-Saharan Africa including Ghana (11% between 1998/9 and 2005/6), Senegal (8.5% between 2001 and 2006) and nearly as fast as in Uganda (14.3% between 2002/3 and 2009/10).

Despite this economic performance growth records in Rwanda, the nominal employment grew by 15.4% between 2006 and 2011. However, when compared to the simultaneous growth in the working age population, the real employment rate grew by only 0.22%.

The Government of Rwanda is targeting an average economic growth of 11.5% so as to attain a middle-income economy by 2020. Though in 2011, the productivity (GDP/worker) increased by 59%, in order to reach the vision 2020 growth target, labor productivity must double so as to reach an average of low middle-income economy. The productivity on the other hand must increase almost four times more. Therefore, double effort needs to be put towards increasing employable skills, job creation and increased productivity.

The above analysis highlights the need to have a conducive policy framework in order to realize a demographic dividend.

It is against this background that the Government of Rwanda has undertaken a review of the existing National Youth Policy in order to address the emerging challenges and trends of the Youth Sector.

## **1.2. Rationale**

Rwanda's Youth are a major asset of the Country and key drivers for sustainable development, if empowered and well motivated. The Country has implemented a series of programmes derived from the National Youth Policy since 2006. Most of these programs mainly focused on Youth participation, mobilization and social welfare due to the challenges of the time. This new policy is shifting from social to socio-economic empowerment with clear alignment to EDPRS 2, especially with it thematic area of Productivity and Youth Employment.

The revised National Youth Policy:

- It reiterates the Country's commitment to undertake systematic Youth programming through a multi-sectorial strategy involving partnerships between Government, Development Partners, Private Sector, Civil Society Organizations, and Communities.
- It wisely defines the category of youth, considering their similar needs and challenges in order to have a comprehensive and targeted programming. From different studies and analysis, it is noted that people with more than 30 years have different needs and challenges compared to those of younger ones below this age especially when it comes to access to finance. In addition, people above 30 years old do not consider themselves as youth and most of their preoccupation are oriented to having families and taking care of them.
- It emphasizes the decentralisation of youth structures and ensures mobilization of youth up to village level with a special consideration of youth with disabilities.
- It considers a need to nurturing youth for global opportunities.
- It captures the current global development framework as defined into the Sustainable Development Goals (SDGs) as successors of the Millennium Development Goals (MDGs).

This Policy will therefore reinforce the existing strategies and also set up new policy interventions so as to achieve the overall Policy Vision.

### **1.3 Policy formulation process**

Under development of this National Youth Policy, several consultation sessions were carried out. From the inception to validation phase, stakeholders were consulted include among others youth leaders from Cell level to National level, Local Government institutions, concerned Central government institutions and development partners. In particular, One UN Agencies in Rwanda discussed and provided valuable inputs on the draft policy especially with regard to SDGs.

By its nature and preparation process, the policy has been inspired by the principles and guidelines recommended by the Baku Commitment to youth policies as set out in the declaration marking the end of the 1<sup>st</sup> Global Forum on youth policies held in Baku (Azerbaijan) from 28-30 October 2014.

## 2. SECTOR ANALYSIS

### 2.1. Definition of Youth and target group

There is no harmonized definition of “Youth” worldwide; therefore, different bodies define youth differently:

- The United Nations defines “Youth” as persons between the ages of 15 and 24 Years.
- The African Youth Charter: Youth or young people refer to people between the ages of 15 and 35 Years.
- The Commonwealth refers to Youth as young persons, between the ages of 15 and 29 Years.
- The 2006 Rwanda National Youth policy defines Youth as a person aged between 14- 35 Years.

For purposes of harmonisation with the Child Policy and other existing regulations, this revised National Youth Policy shall define Youth as persons aged between 16-30 years. This principle shall create better opportunities such that more efforts are concentrated on the cohort of young people who have lesser opportunities and yet more challenges in terms of betterment of their livelihoods and Socio-Economic Development in general.

### 2.2. Conditions affecting Youth

#### 2.2.1. Poverty, Productivity, Employment and Economic Empowerment

Rwanda’s economy has registered stable and progressive improvement in the recent years. The average annual GDP growth was 8.2 from 2000 to 2012. In the period 2005-2010, more than a million people were lifted out of poverty, with reducing poverty levels from 56% to 44%. According to the recent statistics of 2012 the GDP was USD 644 increasing from USD 593 in 2011. However, this has not been fully translated into improved standards of living for the vast majority of Rwandans especially Youth.

According to the EICV3, the rates of poverty are high for this segment of the population. Out of 57% of the general population living below poverty line, 38.5% are young people with 19.6% of them living in absolute poverty. It is vital to note that 60% of the young population aged between 14-35 are employed, 4.1 % unemployed and 37% are inactive. 75% of the economically inactive are students and 16% are looking after families/homes. The overall labour force participation rate among the young population of the same age is 63%. Further analysis indicates that 61% of the employed youth are self-employed and 67% of them are primarily into Agriculture.

The unfortunate aspect here is that this sector is characterized by activities of extremely low productivity, low earnings and involves precarious conditions which can be considered as vulnerable employment.

In general unemployment rate is highest among young women (4.9 %) as compared to young men (3.2%). The highest unemployment rate is observed among young active women living in urban areas (13%).

Effective entrepreneurship and business development is considered as one of the key strategies for creation of off-farm jobs. However, Youth are facing challenges in their struggles to penetrate the sector. According to Rwanda SME Survey 2013, 31.3% of Youth face challenges related to access to finance mainly due to lack of collateral. On the other hand, 27.8% face challenges related to procedures and lack of managerial experience to run their enterprises and thus questioning profitability. Other challenges involved, on one hand, include high interest rates in order to access loans and on the other hand poor or unbankable business plans. Lack of competitiveness, innovation, access and use of information technology are still challenges that need critical attention.

The vast majority (around 77%) of the working-age population (16+) estimated at about 5 million people are on farm and informal sector workers, majority are engaged in activities of extremely low productivity and thus qualifying them to be underemployed. In fact, currently informal employment in Rwanda serves as a bulwark against open unemployment and destitution, and as such constitutes a sponge for sucking up the largest number of new entrants on the labour market. The employment challenge should mainly emphasize on productivity enhancement in the informal economy and the creation of stable jobs for vulnerable workers in the labour force, while aiming at providing a return to their labour sufficient for raising living standards and lifting them out of poverty.

It is critical that efforts towards Youth Economic empowerment are addressed using a multi-sectoral approach at all levels of governance and involvement of all key players including private sector. Out of 608 Youth who were randomly selected during consultations with stakeholders, 41% ranked issues associated to economic empowerment (included lack of capital, unemployment, lack of entrepreneurship skills, lack of employable skills, inadequate training and inadequate access to economic opportunities) as their number one priority while 50% and 43% ranked the same as second and third respectively.

In Rwanda unemployment is overwhelmingly an urban phenomenon, as most Youth in rural areas are employed in the agriculture Sector that accounts for 90% of the labour force. Unemployment is highest amongst the youth aged 16-24 years; it is twice as high as that of the 35-44 year age group<sup>1</sup>. The majority of the Youth do not have the required competencies to be absorbed on the labour market. They often lack access to labour market services and their ability to secure decent and productive work is often undermined.

For those who have basic skills, the preference for experienced and skilled manpower by employers further erodes their opportunities to access the labour market.

In brief, the major causes of problems in regard to access to market include but are not limited to:

- Limited access to information and opportunities
- Low level of employable skills;
- Inadequate access to resources like land and capital;
- Negative attitude towards blue color jobs;
- Insufficient support services such as internship, apprenticeship and industrial attachment schemes, coaching, role modeling and mentorship
- Increased number of Youth joining the labor market and yet low corresponding levels of job creation.

### **2.2.2. Education and Training**

According to the Fourth Population and Housing Census: Socio-economic Status of Youth (RPHC4), 12% of young people aged between 14-35 years have never been to school, 29.4% are currently attending school while 59.1% are no longer attending school. 61% of the same young population attained primary school education, 22% continued on to secondary school and only 3% to University. Further analysis of education statistics of the same age shows that 63% have attained high school graduate level (A2/D6/D7), 12 % a Bachelor's degree, 8% a Diploma, 1% a Master's degree and 0.1% a PhD.

It is crucial to take note that Rwanda is producing an excess supply of graduates in arts/social sciences, while there is a shortage of young people with hands on skills medical/health sciences and engineering/technical subjects.

The education policies and strategies in Rwanda have put much emphasis on education for both female and male, however, there are prevailing conditions that continue to favor the development of male youth over the female. 16% of women as compare to 10 % of men have had no formal education; only 16% of women as compared to 21% of men have gone to secondary school or beyond indicating that girls continue to drop out of school as they pursue their education.

According to the manpower survey (2012), 30% of employees experience a mismatch between job market needs and education acquired. In addition, employer's satisfaction with graduates from TVET is at 48%, this reaffirms the fact that the current education system is not toiled to the needs of the job market.

### **2.2.3. Youth and Health**

The main health problems that affect Youth in Rwanda today are those related to sexual and reproductive health (SRH), fight against HIV/AIDS and drug abuse.

Lack of sufficient information on SRH leads to a number of challenges including population growth. Early childbearing is higher among less educated Youth, according to the 2010 Rwanda Demographic and Health Survey (RDHS) 6% of young women between the ages of 15 and 19 years have already begun childbearing. The younger a woman begins childbearing, the greater is her likelihood of having many children and can put her children at various risks during their development stages and later in life. Adolescent girls aged 15-19 years are 5 times more likely to die of maternal causes than young women aged 20-24 years.

Furthermore, there is a limited access to HIV/AIDS information, services, and sex education most especially in families due to stigma. It is important to note that the age category of youth 14-19 years and 20-24 years were ranked the most highly vulnerable to HIV.

Despite various efforts to eradicate the use of substance, there are still young people who have deviated from societal norms and engaged in drugs, alcohol and tobacco abuse. According to a study that was undertaken in 2012 by MYICT and KHI, the Southern Province was indicated as the mostly affected Province by drugs use and abuse while the least was the Northern Province. Generally towns that touch border posts are most affected. There is need to set up regular and appropriate prevention mechanisms but also rehabilitation and social reintegration should be envisaged as strategies for exceptional cases.

### **2.2.4. Youth Access and Utilization of Information and Communications Technology**

ICT is regarded as a key driver for development most especially for Rwanda. There is no doubt that it has played a great role towards the increment of the Country's GDP in the recent past especially when the investment was rationalized. Rwanda becomes the Country with the fastest broadband Internet speed in Africa in 2003. According to the 2013 ICT Sector profile, mobile money subscribers are 2.5 million; mobile phone penetration is rapidly increasing and is now estimated at 65%. Internet Penetration is currently at 20% and it is envisaged to reach 95% in the next five years.

The ICT sector is expected to create jobs, enable the general development of the economy such that Rwanda will transform into a globally competitive, information-rich and knowledge-based economy by 2020 and beyond. However despite these developments in the Sector, ICT effective utilization for information sharing, empowerment and transformation of the Youth is still low. The use of Socio-media among Youth is still low and the Country and yet such channels are vital in terms of reaching out to Youth.

Accessibility and skills to meaningfully explore ICT for innovation is a challenge in terms of the field of career, business, education and other available opportunities most especially for Youth living in rural areas.

Further still computer literacy among male 15 year and above is 4.2% as compare to 2.6 among females (ECIV3). In addition, the cost of ICT access (mobile phones and Internet) is much higher as a proportion of per capita income especially in the rural area.

This reflects a critical need to develop strategies and programs that will create incentives and opportunities leading to the effective use of ICT as a key tool for development and poverty eradication in the long run.

### **2.2.5. Youth sports, leisure and recreation**

Leisure and recreation is not only a strong mobilization strategy and a tool to a healthy and physically fit mind and body, it is a source of income too.

There are limited sports, leisure and recreation facilities that provide Youth with an opportunity to socialize and spend their time productively, discovering, strengthening and developing their character and talents. Even where such facilities exist, they are limited in variety and inaccessible to the Youth and in most cases not female friendly. Availability and access to sports infrastructures, facilities and services in schools and communities need to be improved.

Culture is key in terms of nurturing a self-reliant nation that is characterized by dignity and ethical values. The country needs to continuously educate the Youth about Rwandan Culture, identity, language and values of dignity, patriotism, self-reliance, and volunteerism among others.

However, there are some negative traditional cultural practices that hamper social-economic development of the youth, such have to be disassociated with. In addition, negative cultural mind-set towards the image and behaviour of female Youth contributes to their less participation in various socio-economic development initiatives.

The Country has a responsibility to nurture and empower its young generation so as to be able to take advantages of the positive inherited and imported culture.

### **2.2.6. Youth and culture**

Culture is key in terms of nurturing a self-reliant nation that is characterized by dignity and ethical values. The country needs to continuously educate the Youth about Rwandan Culture, identity, language and values of dignity, patriotism, self-reliance, and volunteerism among others.

However, there are some negative traditional cultural practices that hamper social-economic development of the youth, such have to be disassociated with. In addition, negative cultural mind-set towards the image and behaviour of female Youth contributes to their less participation in various socio-economic development initiatives.

A lot of efforts have been put into promoting gender equality; a lot has to be done on this still. Regional integration, socialisation and exposure to the western life style have positive and negative consequences towards Youth. Important to note is that the negative consequences outweigh the positive.

The Country has a responsibility to nurture and empower its young generation so as to be able to take advantages of the positive inherited and imported culture.

### **2.2.7. Youth and environment**

With the country's rapid population growth rate of 2.9 % per annum, there is immense pressure caused by human activity on natural resources including those that affect the environment. Environmental problems including erosion, loss of soil fertility, destructive rains or droughts. As expected, rural households (which rely heavily on natural resources) are more susceptible to environmental destruction than urban households.

71% of working individuals above the age of 16 years have their main job in the Agriculture Sector. Natural resources need to be conserved and used in a sustainable and rational manner. Youth are engaged in economic activities as a means of earning a living are engaged which activities have an impact on the environment.

However, the country has not yet explored potential opportunities for job creation in the green economy. There is a great need to increase awareness about natural resources conservation where by Youth need to be both actors and beneficiaries.

### **2.2.8. Agriculture and Land**

As with other population groups in Rwanda, young people (72%) are primarily working in agriculture, this indicates that the majority of Rwandan Youth are "employed" in the rural areas. Modernisation of agriculture sector should continue to be a priority area especially by linking and improving farm value chains related to investment opportunities for this category of youth.

Besides, land is a natural resource for the current generation and that it must be adequately utilised for the future generations to inherit. Since it is a key factor of production, it needs to be used rationally for sustainable development.

Furthermore, there is a need to streamline mechanisms that help youth to explore unused land to create new opportunities. And also strengthen implementation of urbanization and rural settlement, including the development of secondary cities to cope with rising demand for jobs and tap into the demographic dividend opportunities.

### **2.2.9 Youth delinquency**

Another big challenge is Youth delinquency in Rwanda. It may be attributed to rapid population growth, urbanization, conflict in families, lack of skills, migration, limited parental guidance, poverty, limited access to housing and resources, unemployment and underemployment.

Delinquency is usually seen as a social problem and it begins with families. Studies have indicated that families contribute to the development of delinquent and criminal patterns of life. Usually adolescents who end up into delinquency behaviour turn out to be social negative liabilities to communities and national at large.

Youth delinquency is a growing challenge in Rwanda, this may be attributed to rapid population growth, urbanization, conflict in families, lack of skills, migration, limited parental guidance, poverty, limited access to housing and resources, and unemployment and underemployment. These factors normally lead to Youth engaging into unwanted behaviour such as drug and alcohol abuse.

In 2011, the Ministry of Youth and ICT in collaboration with Kigali Health Institute has supported a research to increase knowledge and understanding about the extent of drug consumption among youth in Rwanda. Using a multistage sampling design, a sample of 2479 youth aged between 14 and 35 years was taken randomly from 20 districts. The results indicate that 52.5% of the respondents had consumed one or more substances at least once in their lifetime. Only 7.3% of them were able to stop substance use after the first experimentation and 92.7 % continued drug/substance use. The risk profile is that drug use is more common among males (67.03%) than females (36.92 %); surprisingly prevalence of substance/drug use is higher among Youth residing in rural settings (55.61%) than those in urban area (45.12%). The proportion of youth using drugs is gradually increasing with age varying from 30.77 % among those aged between 10-14 years old to 68.54 % among those aged between 31-35 years old.

Despite GoR efforts to fight drug abuse, there are still young people who have deviated from societal norms and engaged in drugs, alcohol and tobacco abuse. According to a study that was undertaken in 2012, the Southern Province was indicated as the mostly affected Province by drugs use and abuse while the least was the Northern Province. Generally towns bordering neighboring countries are most affected.

The Government of Rwanda has vested efforts in Social Protection programs, prevention of use of drugs among Youth and provision of alternative care to former street children in the past years.

The establishment of rehabilitation and skills development centres have contributed significantly in providing skills and enabling Youth live a meaningful life.

There is need to set up regular and appropriate prevention mechanisms but also rehabilitation and social reintegration should be envisaged as strategies for exceptional cases.

### **2.2.10 Human Trafficking**

The false opportunities offered by traffickers can be very attractive to the many youth who are underemployed and living below the poverty line. The offer of a job in another country can seem to be a solution to many problems, but often can instead lead to forced labour and prostitution.

The findings from different assessments show evidence of internal and cross-border trafficking of girls and women, as well as cross-border movement of children for commercial sexual exploitation as well as other types of exploitative reasons.

The prevalence of human trafficking in all its forms is on the rise. Police statistics reveal 153 cases of human trafficking registered between 2009 and 2013, with the majority of the victims being young females below the age of 35. Africa as a whole has seen an increase in the number of identified victims of trafficking from 7,799 in 2008 to 10,096 in 2013<sup>2</sup> These numbers are believed to be only a fraction of the actual number of trafficked humans, because the covert nature of the problem means that most victims go unidentified.

The Government of Rwanda is working with UN partners and other stakeholders to establish comprehensive response to the problem of human trafficking – focusing on the following:

- Provide an evidence base for counter trafficking work in Rwanda.
- Improve access to protection and assistance for victims of trafficking in Rwanda.
- Strengthen institutional frameworks to improve identification, investigation and prosecution of human trafficking offenses in Rwanda.
- Provide accurate information to communities and beneficiaries regarding human trafficking and means of combatting it

## **2.3 Coordination, M&E, Mainstreaming Challenges**

### **(i) Poor coordination and harmonization of Youth empowerment initiatives**

The Youth Sector is vast and cross cutting in nature, a number of initiatives are currently implemented in all sectors of development. The diverse nature of issues affecting youth in general with multiple stakeholders' calls for innovative mechanisms to avoid duplication of efforts among all players in the sector.

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<sup>2</sup> US Dept. of State: "Trafficking in Persons Report", June 2014

### **(iii) Youth participation in decision-making**

Youth are represented in various decision-making organs right from cell level to higher levels like the district councils, parliament, East African Legislative Assembly (EALA). The National Youth Council also provides an active advocacy platform for Youth issues; however the National Youth Council Structures do not spread all the way down to the village level, and even where they exist, the level of efficiency and delivery is still poor. Youth participation in national decision and planning processes continues to be limited due to limited capacity and lack of information in regards to existing opportunities regionally and globally.

### **(iv) Mainstreaming Youth programmes and Budgets into Sector Plans**

There have been limited efforts by various actors to fully mainstream youth empowerment interventions in all sectors of development.

There is still limited collaboration and partnership among players in the youth sector including Private Sector, Civil Society, and Faith Based Organisations, Ministries, Agencies, Department among others.

A number of institutional framework and implementation mechanisms are currently being initiated most especially in the sector of job creation. Even though efforts have been made, there is still poor attitude and low response towards Youth targeted planning or mainstreaming Youth so as to realise meaningful empowerment.

## 2.4 SWOT analysis

SWOT Analysis Matrix of youth Situation in Rwanda

	POSITIVE	NEGATIVE
INTERNAL	<p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>- Government commitment and accountability towards partnerships/investment promotion, education, health, skilling, pa and employment</li> <li>- Existing sector policies and initiatives that support youth empowerment</li> <li>- Existence of International, regional and national cooperation to support youth empowerment</li> <li>- Existence of youth mobilization and active participation of youth volunteering activities</li> <li>- Youth Structures and political representation</li> <li>- Improvement of youth attitudes and mind-set towards work and TVET</li> <li>- Well-developed and functioning public employment services</li> <li>- Large percentage of the population comprised of the youth</li> <li>- Youth Friendly Centres are in place</li> </ul>	<p><b>WEAKNESSES</b></p> <ul style="list-style-type: none"> <li>- Weak monitoring and Evaluation mechanism for youth initiatives</li> <li>- Mismatch between education and the labor market requirements</li> <li>- High Underemployment rate and less productive jobs</li> <li>- Financial constraints and insufficient access to finance</li> <li>- Insufficient entrepreneurial culture and ambition</li> <li>- Poor attitude towards blue collar jobs</li> <li>- Youth delinquency and drug abuse</li> <li>- Youth pregnancy and HIV prevalence</li> <li>- Low commitment of the youth to learn and deepen their knowledge</li> <li>- Insufficient youth job creation budgeting mechanism</li> <li>- Weak private sector, inadequate apprenticeship, Industrial and internship programs</li> <li>- Weak labour market information system</li> <li>- All sector strategies do not have special strategies for the youth</li> <li>- Sector budgets and district budgets do not cater for youth needs</li> <li>- Low responsibilities among parents and communities to care</li> </ul>

		for their children - Low productivity of decentralized NYC's committees
EXTERNAL	<b>OPPORTUNITIES</b> <ul style="list-style-type: none"> <li>- Young population and availability of information/statistics on their characteristics</li> <li>- Development partners willingness to support youth initiatives</li> <li>- Existence of youth initiatives at regional and at international levels</li> <li>- Regional and international integration, and positive image of Rwanda</li> </ul>	<b>THREATS</b> <ul style="list-style-type: none"> <li>- Insecurity</li> <li>- Drug trafficking, human trafficking, and money laundering</li> <li>- Limited competitiveness of Rwandan youth in comparison with regional countries</li> </ul>

## 2.5 International Best Practices Relating to Youth Development Policies

This chapter explores some of the best practices for youth development adopted by some countries. These best practices inform policy intervention in, use of ICT for business development, engagement of youth in government infrastructure projects, private public partnership in youth employment promotion and skill development.

### 2.5.1. Singapore - Technopreneurship (Technology and Entrepreneurship)

Singapore developed policies to facilitate business minded young people who have skills in technology to start-up businesses. Education institutions in Singapore are playing a major role in developing entrepreneurial skills among the youth. The government of Singapore has set up a technopreneurship center equipped to empower technology – entrepreneurs.

### 2.5.2. USA - Youth Build Program

This programme focuses on young people aged between 16 and 24 years working toward their high school diplomas while learning job skills by building affordable housing for homeless and low income people and participating in leadership development activities in their communities.

### 2.5.3. Ghana - National Youth Employment Program (NYEP)

The NYEP was established in 2006 and its main aim was to curb unemployment among the Ghanaian Youth aged 18-35. The Programs covers nine modules: Youth in security services; Youth in fire prevention; Youth in immigration; Youth in agribusiness; Youth in Health Extension services; Youth in waste and sanitation, Youth in paid internship, Youth in community teaching;

Youth in trades and vocations, Youth in eco brigade and Youth in ICT. In February 2011 the program has recruited, trained and employed over 108,000 Youth.

#### **2.5.4. German & Egypt - Dual Vocational System**

The German dual system has been widely proclaimed as an effective scheme, which consists of both a formal education and training with an employer. Egypt also agreed upon an initiative to cooperate on the implementation of the system. The project aimed at bringing together public and private sector to provide training focuses on vocational and technical skills demanded by the Egyptian labor market. During the 3 years of the programme, students spend two days a week at school and four days with an enterprise for practical training. Representatives of the Egyptian private sector, the Ministry of Education, and experts from Germany jointly developed the theoretical and practical curricula.

### **3.NATIONAL YOUTH POLICY**

#### **3.1. Vision**

To promote a generation of Youth with the right values of Patriotism, Self-reliance, Dignity and Socio-Economically empowered to compete globally for transforming the Country.

#### **3.2. Goal and objectives**

##### **3.2.1. Policy Goal**

The goal of this policy is to nurture a generation of Youth (males and females) who are healthy, apt, patriotic, productive and Innovative with the right attitude to contribute significantly to national sustainable development.

##### **3.2.2. Policy Objectives**

The Key objective of this Policy is mainly to provide strategies and guidelines to:

- Enable Youth to utilize their full potential and tap onto existing opportunities for gainful employment, productivity and economic transformation;
- Encourage Youth to be innovative and creative especially through the use of ICT;
- Mobilize Youth for positive behavior and mindset change towards physical, reproductive and psychosocial health;
- Nurture a civic and a patriotic generation with ethic values.

### **3.3. Guiding Principles and Values for Youth**

The following values and principles should guide the Rwandan Youth: Accountability, Responsibility, Integrity, Sense of Urgency, and Excellency. These values and Principles have been abbreviated as ARISE.

#### **3.3.1. Accountability**

The Policy subscribes to the principles of accountability, as to instill the culture of self-accountability among Youth. The policy will therefore provide for programs to empower Youth to be able to tackle their own issues and challenges and be natured in such a way that they become acceptable citizens who are fully accountable for their actions and behavior. This will be supported by equipping them with necessary skills, resources and a conducive environment so as to respond to their challenges and issues as accountable citizens.

#### **3.3.2. Responsibility**

The NYP seeks to instill the culture of responsibility among Youth. The policy will therefore provide for favorable programs that aim at creating a generation of Young people who are fully responsible for public and personal actions. This will be achieved through a comprehensive and multi-sectorial response with the aim of integrating the youth and working with them for their empowerment and participation in the entire Nation development process. The youth policy aims at ensuring that youth participation is ensured and thus Youth issues are reflected in all sectors of development.

#### **3.3.3. Integrity**

The policy seeks to prioritize the principle of integrity among Youth since one of Rwanda's cultural core values advocates for a culture of integrity. The Policy seeks to emphasize the vitality of the integrity aspect through sensitizing and encouraging Youth to become the agents of integrity.

#### **3.3.4. Sense of Urgency**

Rwanda's a development pace is high; the youth are the drivers of this speed. The National Youth Policy therefore seeks to instill the spirit and the sense of urgency among Youth. The National Youth Policy will put in place programs to facilitate youth to have a mind that for every action taken, it should be taken with a great sense of urgency, with a positive reasoning that "there is not yet another day" to do that what will contribute to National Development.

### **3.3.5. Excellency**

The NYP aims at ensuring that the level of Excellency in all aspects of Youth Empowerment is ensured. The policy will therefore provide for a strategy to mobilize Youth towards a culture of Excellency in every aspect of life, be it Education, innovation, talent, among others.

## **3.4. Key Policy Areas of the National Youth Policy**

After undertaking a critical situational analysis of the Sector, a number of key strategic policy recommendations and action points that shall facilitate the effective and successful implementation of this National Youth Policy were spelled out. The set of strategic priority areas shall lead to the achievement of the policy mission, goal and objectives as outlined in the above chapter. This can be achieved through strengthening partnerships, monitoring, joint planning and periodical reviews on progress.

### **3.4.1. Youth Education and Skills Development**

Education is a central component of any program to support livelihood and youth development. The provision of education opportunities for Youth is a prerequisite for imparting appropriate skills to enhance employment and self-employment.

It is therefore imperative that Youth gain purposeful education that equips them with the necessary skills that match the demand of the labor market.

### **Recommended Policy actions**

#### **3.4.1.1. Focus on TVET Development**

The National Youth Policy recommends training on hand-skills for Youth to gain the labor market oriented skills. A series of mass mobilization activities will be oriented to Youth and parents/guardians and will focus on increasing quality vocational training for a big number of youth.

#### **3.4.1.2. A holistic programming approach for skills development**

A holistic programming approach will address the current mismatch between the needs on the labour market and the current education system by addressing issues related to:

- Lack of career guidance and talent detection mechanisms;
- Negative mindset towards vocational training (partially parents and students blame);
- Lack of employable skills and low level of skills among school graduates, which hinders self-employment with many younger female dropping out of school as compared to their male counterparts.

- Insufficient emulation towards excellence.

### **3.4.2. Youth Employment, Productivity, and Economic Empowerment**

Empowering Youth through employment and productivity for economic development requires a holistic set of interventions. It may include availing opportunities, required skills on the labour market, creating an enabling environment to boost creativity and innovation. Youth shall be mobilized towards successful implementation of National Employment Program, changing attitude towards work, and creating environment-enabling access to resources and services.

Rwanda opted for a “green economy” approach for economic transformation. Development of smart cities and villages will require skilled human resources. The green growth will create more opportunities for youth not only by promoting job creation but also living in an environmentally friendly region. In addition to that, green technology will be stimulated to serve as a catalyst of job creation through green construction, green urbanization, green industries and modern mining. Much effort will be put on increasing awareness about environment protection and climate change among youth.

#### **Recommended Policy actions**

### **3.4.3. Support and encourage Youth to acquire employable skills and change attitudes towards work**

The private sector and public institutions will be mobilized and encouraged to provide industrial attachment, apprenticeship and internship opportunities for Youth and to harness youth talents and innovation by providing different support services. The following key policy actions will be:

- To mobilize youth toward successful implementation of NEP especially for massive short vocational training, rapid response training and industrial based training;
- To mobilize youth to take advantages of new and imported technologies;
- To collaborate with training institutions to match labor market, skills demand and skills formation.
- To collaborate with the Private Sector to take the lead of availing apprenticeship, mentorship and entrepreneurship (in country and abroad).

#### **3.4.3.1. Access to Finance, Entrepreneurship and Business Development**

The Government of Rwanda has initiated different interventions related to business support services and access to finance (such as BDF, BDS, SACCOs, etc.). These initiatives as well as awareness and advocacy will be strengthened for better access to Youth friendly financial products, services and start-ups.

Key policy actions will including but not limited to the following:

- i. To strengthen financial literacy among youth by:
  - Promoting saving culture among youth through a strong mobilization for Youth group saving, investment groups and tontines (ibimina) at Village level (Umudugudu);
  - Mobilizing and supporting youth in order to stimulate their innovations in all sectors, to boost creativity and increase their competitiveness especially by taking advantages of economic opportunities available in their respective Districts;
  - Mobilizing Youth to establish Youth cooperatives and companies at cell level and reduce youth enterprise mortality rate;
- ii. To ease financial inclusion and promote opportunities for youth startups:
  - Establishing a collaboration framework for mainstreaming Youth employment, enterprise development and access to information;
  - Advocating for upcoming Youth led SMEs to obtain opportunities such as providing tender-related to service delivery;
  - Collaborating with the private sector to establish a national Youth innovations awards program;
  - Leveraging opportunities provided in the agricultural, non-farming enterprises and technology sectors for youth with a special consideration of youth with disability.

#### **3.4.3.2. Promote and support Youth programmes aimed at addressing environmental issues related to better natural resources utilisation**

The Youth will be mobilized and assisted to explore opportunities in environment protection programs and increase innovations for green job creation. They should be mobilized to play an active leadership role in improving the environment and promoting sustainable use of national resources for socio-economic development.

Key policy actions to implement this recommendation will be:

- To mobilize Youth to develop redundant areas and turn them into leisure parks for income generation.
- To encourage Youth in undertaking activities related to agribusiness.
- To foster protection of environment – campaign to promote green city/green village.

#### **3.4.3.3. Mainstreaming youth employment and opportunities globally**

The GoR will continue to advocate for a regulatory framework and increased work place and learning (internship, apprenticeship and industrial attachments) globally and especially in region. And also favor mechanisms to organize joint regional forums/platform for the youth and women awareness campaigns so as to encourage them access opportunities in the East African Countries and beyond.

Key policy actions to implement this recommendation will be:

- Promote regional internship, apprenticeship and industrial attachment policy
- Establish Regional labor Market observatories through networks
- Reinforce information sharing and regular awareness on available opportunities, international job placements for graduates and professionals

#### **3.4.4. Youth and Information and Communication Technology**

Vision 2020 aims to transform Rwanda into a middle-income country and transition the current agrarian economy to an information-rich, knowledge-based one. The Youth are the key drivers of this vision and thus need to be highly empowered in order to effectively achieve the vision through the use of ICTs. ICT is an enabler of growth, job creation, productivity, delivery of public and private services. If well utilized, ICTs can lead to achieving broad socio-economic development.

Rwandan youth ought to benefit from the existing opportunities brought by ICT use both in country and globally.

#### **Recommended Policy actions**

##### **3.4.4.1. Boost ICT awareness and digital literacy**

In partnership with the private sector and centralized structures, the Government shall continue to focus on extending ICT infrastructures and availing ICT services to the community. The country will set up strategies to effectively share the existing ICT infrastructure so as to make it more accessible and affordable for the benefit of the community.

ICT literacy and awareness campaigns will be intensified in order to demystify technology and increase its exposure to the rural areas. Emphasis shall be put smart device penetration, community access point and the use of social media for information sharing and knowledge acquisition.

Key policy actions to implement this recommendation shall include:

- The implementation of Viziyo Program (Devices penetration);
- Increase of digital literacy for all youth cooperatives/companies: Web presence and social media;
- The establishment of ICT Village knowledge Hub at Cell level to promote access online services and ICT Literacy
- The organization of ICT Awareness Campaigns "Korana Ubuhanga Campaign" especially for remote areas

#### **3.4.4.2. Access to ICT facilities and promoting innovation for Job creation**

The increase in number of e-services will go along with youth mobilisation for them to take advantages and tap onto the opportunities they bring.

Key policy actions for this recommendation shall be:

- Developing ICT innovation policy and strategy;
- Initiating an annual prize for ICT innovators and attach them to role models in and out of Rwanda;
- Creating ICT Community Innovation and Production Hub at District and Sector level: Content and services production.

#### **3.4.5. Youth and Health**

The Policy puts forward the promotion of Youth good health and social welfare with strategies to fight delinquency and drug abuse, and promoting reproductive health, comprehensive sexuality education, and family planning in addition to the now traditional programs on the fight against Gender Based Violence (GBV), HIV/AIDS and TB as well as contributing to promoting the welfare of youth with disabilities.

#### **Recommended Policy actions**

##### **3.4.5.1. Promote the provision of Youth-friendly health services**

Ensure a strong partnership and linkages between the Ministry in charge of Health, Education, Decentralized local entities, FBOs/CSOs and relevant partner in the provision of youth friendly health services and ensure wide coverage to meet the needs of all categories of youth.

The following flagships and programs will continue to be strengthened and implemented:

- To expand and strengthen Youth-Friendly Health Services, Health Youth Corners
- To expand and strengthen Youth Anti-HIV Clubs
- To support Sigasira Ubuzima Program (BMI, PFT, Abadaheranwa Club Campaign, massive Sport and Sports competitions).

##### **3.4.5.2. Strengthen national capacities to prevent Youth delinquency and drug abuse**

Strong measures have to be put in place so as to prevent Youth delinquency in Rwanda. An integrated approach to address challenges of delinquency will be established. This approach shall draw its main emphasis on prevention, rehabilitation for exceptional cases and ensure effective

reintegration of rehabilitated cases. There will be an improving co-ordination mechanism of all stakeholders involved in prevention, rehabilitation and reintegration process.

Special intervention strategies will be developed for the groups at risk, such as sex workers, drug and substance abuse addicts, among others. These strategies should also include a component related to curbing negative and social related behaviour and this should start from family to community level.

Key policy actions /Flagships for these recommendations will be:

- To boost *Ijisho ry' Umuturanyi* program
- To intensify *umugoroba wa babyeyi* to nurture a cultured youth free of dilinquency
- To develop a specific Policy and law related to Delinquency
- To build capacity for Rehabilitation Centers and establish a Center for rehabilitating girls
- To put in place tailored delinquency prevention programs targeting youth and families (parents, guardians, teachers and community leaders).

### **3.4.6. Youth Arts, Sports, Recreation and Talent Development**

Arts, sports and recreation greatly facilitate and enhance physical, mental and general development of Youth. The Policy shall put emphasis on talent detection and development at an early age of growth. The provision of Youth friendly infrastructure and facilities to detect and nature talent shall be ensured. Creation of a conducive environment for healthy competitive arts and sports both within the country and abroad will be improved through relevant partnerships. This Policy shall emphasize that Arts, Sports, recreation and Talent shall be used as a means of Job creation and economic sustainability other than being perceived as Socialization aspect.

#### **Recommended Policy actions**

##### **3.4.6.1. Ensure the expansion and development of arts**

The GoR shall undertake the responsibilities of establishing Youth friendly facilities and services to detect, develop, nature and promote talent at early stages of growth.

Key policy actions will include:

- To improve National Talent Promotion and Detection Program
- To spread arts, sporting and recreational facilities and promote existing talents (Schools, Cell Level, and Youth Friendly centres).
- To expand and develop arts, sports and recreational facilities (at schools, cells and youth centres).

### **3.4.6.2. Sporting and recreational facilities in educational institutions and communities**

Sports are important means of developing human potentials, particularly of the youth. Collaborative mechanisms with relevant stakeholders will be strengthened in terms of building capacity of experts to nurture upcoming talents. This collaboration shall also aim at identifying and developing talents of the youth and management of sporting and recreational facilities. Promote a culture of competitions among peers. The role of the Private sector in this area shall be manifested.

Key policy actions will include:

- Promote Massive sports and Sport competition
- Promote entertainment, recreation and leisure event (Schools and Communities).
- Establish a comprehensive sport culture by putting in place at least one playground in each cell of the country in partnership with youth, local government and partners of the district.

### **3.4.7. Youth mobilization, participation and outreach**

This policy considers Youth mobilization as essentially a process for reaching out to different sectors of a community and creating synergy in order to ultimately address pressing issues affecting the society in general and youth in particular. Youth mobilization will support all government efforts by empowering young people to take action leading to positive transformational of our society.

#### **Recommended Policy actions**

##### **3.4.7.1. Youth mobilization**

Youth are not only the main focus of this Policy but also powerful actors towards the successful implementation of the Policy. Strong mobilization of all stakeholders needs to be ensured, however, special attention goes to the Youth themselves. Youth ought to be well mobilized, organized and engaged meaningfully in order to for them to positively respond to the requirements of this Policy Mission and Vision. Different tools such as sports, Arts, hangout sessions, social media, and broadcasting shall be used to mobilize and reach out to Youth.

The GoR will continue to play a crucial role and champion the youth related initiatives at regional and international level. The Youth will be mobilized and assisted to tap onto existing opportunities in the region.

Special Programs targeting the Rwandan youth living abroad will be developed and implemented.

Key policy Actions/Flagships for this recommendation:

- Nurturing youth "*Urubyiruko rubereye u Rwanda*" campaign
- Boosting YouthConnekt Series and reinforce Agaciro kanjye Programme
- Instigating *Intore mu Rungano/Intore Iwacu* Campaign.
- Encouraging Youth to look out for opportunities to be able to compete for representation in the region and globally.

### **3.4.7.2. Youth participation and outreach**

The Law establishing the National Youth Council (NYC) Committee structures states that Youth representation is from National Level to Cell level. This structure ought to be revised to include representation until the Village level. Elected representatives need to be well empowered in order to effectively participate in decision-making and planning processes at all levels.

The operation capacity of NYC structures need to be strengthened, a portion of budget for their function need to be allocated at all levels. In addition, the National Executive Secretariat of NYC will be strengthened to coordinate and organize all interventions related to a strong and strategic youth mobilization, and research based advocacy.

Existing Youth empowerment for global opportunity centers will be empowered, well-coordinated and linked with other existing Programs to effectively and efficiently serve as a venue for implementation of youth related interventions at decentralized levels.

Key policy actions that will be focused on:

- The National Youth Council Committee structures will be reinforced and decentralized up to "*Umudugudu*" level.
- Youth with disability will be encouraged to be active players in all outreach programmes
- Youth friendly centre structure and management will be decentralized and coordinated by the National Youth Council at the national level.

### **3.4.8. Nurturing Youth for Global Opportunity**

Creating opportunities for of youth is a challenge that cannot be solved only at the country level. There is a need of initiating programmes that can support youth empowerment by enhancing innovation strategies to speed up the creation of a generation of young people that can lead the transformation of the nation development. This policy will emphasize on Youth's substantive understanding of the global opportunities and their role in the interdependent world in which they live.

## **Recommended Policy action**

Globally competent youth will be prepared to a further substantive understanding of problems of global importance through exchanging experience with other youth in the region/globally, by recognizing perspectives, communicating with diverse audiences, and acting in competent ways.

Key Actions:

- Prepare Youth with adequate skills able to compete in culturally diverse workplaces
- Initiate Youth exchange programmes with other countries
- Promote the creation of partnership between national youth organizations with their peers in the region/globally.
- Participate and play a big role in the international youth for a/platforms
- Ensure youth are represented in all international youth organization which Rwanda is a member.

### **3.4.9. Coordination, M&E, Mainstreaming Job Based Budgeting**

Youth development would best be undertaken through the inter-ministerial approach. The need for the active involvement of all other stakeholders is necessary and therefore should be encouraged.

## **Recommended Policy action**

### **3.4.9.1. Mainstreaming Job based budgeting in all sectors of development.**

The macro economy policy of the country needs to take into consideration the urgent need of job creation. Today, the demand of jobs on the market out weights the supply, this therefore implies that efforts have to be put a lot more in off farm job creation.

A lot of initiatives are currently implemented, such as the National Employment Program; however, this still needs to be supplemented by other initiatives.

Key Actions:

- Develop a Youth job creation and budget based mainstreaming strategy
- Harmonize all existing initiatives under a defined coordination strategy
- Map stakeholders and Create partnerships.

### **3.4.9.2. Coordination, M&E**

The Ministry of Youth and ICT in collaboration with relevant stakeholders shall lead the monitoring and evaluation progress of the implementation of all Interventions in the Sector, to ensure that current interventions respond to the developmental needs and aspirations of the youth.

Monitoring shall be routinely carried out to track progress on the implementation of the policy. Evaluation shall be periodically carried out to assess the impact of the interventions on the lives of the youth.

The monitoring of this policy will be guided by the policy monitoring and evaluation matrix attached as **annex 1**.

Key policy actions:

- Renew law establishing NYC and reinforce National Executive Secretariat of NYC for strong and strategic youth mobilization, and research based advocacy;
- Segment the sector stakeholders in their areas of expertise and interest –M&E
- Develop a Youth Development Index to track progress
- Develop a Youth Participation guide
- Develop youth Development Index (YDI) to assess and monitor progress of youth in all spheres of the economy and to ensure that data collected are gender balanced
- Establish a strong partnership between NYC, Private Sector, Development Partners, NGOs, FBOs, NWC and Decentralized Institutions.
- Ensure the National Youth Council is coordinating youth representations in the International Youth forum in which Rwanda is a member.

### **3.5. Policy Review Process**

The National Youth Policy will be reviewed every five years with a view to making necessary improvements. The review process will be inclusive, and involve wide stakeholders' consultations and discussions, especially the youth.

## 4. IMPLEMENTATION MECHANISMS

### 4.1. Institutional Framework

Given the cross cutting nature of the sector, effective implementation of all interventions will call for the involvement of all Government Ministries, Departments and Agencies, CSOs, FBO, Development Partners, Private Sector, NGOs, and Youth Organizations, among others.

This Policy is designed to complement a set of existing policies and provides a framework for collective action and coordination of strategies for youth socio-economic development and empowerment.

A segmentation approach will be used to ensure effective response for the sensitive and high risk category such as educated but not employed, non-educated, unemployed, redundant, urban, rural, youth with disability, orphans, sex workers, marginalized youth among others.

### 4.2. Coordination, Monitoring and Evaluation

MYICT shall spearhead the coordination, partake in implementation, lead in monitoring, evaluation and review of the policy, alongside Ministry of Finance in mainstreaming job in planning and budgeting process.

The successful implementation of the policy will depend a lot on mutual cooperation, partnership, networking and ownership among the various stakeholders.

The following matrix outlines roles and responsibilities of different stakeholders at all levels of the implementation of the policy. The implementation plan is on **annex**

### Annex I. Results Based Logical Framework of National Youth Policy

The targets under this results logical framework shall be adjusted consistent in accordance to the SDGs milestones or other national development planning adaptations.

RESULTS CHAIN		PERFORMANCE INDICATORS			MEANS OF VERIFICATION	RISKS/MITIGATION MEASURES	
		Indicator	Baseline	Target (2018)			
IMPACT INDICATORS (YDI)	Youth Employment	Youth Unemployment (Male, Female, Rural, and Urban)	3% (4.9 %F, 3.2% M) (2012)	2%	NISR, EICV Reports		
		Youth Underemployment	65% (2011)	40%	NISR, EICV Reports		
		% of off-farm jobs in total employment (% Youth)	28.4% (2011)	50% (70% of youth)	NISR, EICV Reports		
	Education	Mean years of schooling	TB	TB	MINNEDUC		
		Youth literacy	88% (2012)	98%	NISR		
		% of unskilled and semi-skilled youth (self) employed after six months of training	NA	80%	MIFOTRA, WDA		
	Health and Wellbeing	Youth Mortality Rate	TB	TB	DHS Report, MoH		
		HIV Prevalence	TB	TB	DHS Report, MoH		
		Teenage Pregnancy Rate	TB	TB	DHS Report, MoH		
		Drug Use (Alcohol, Tobacco)	TB	TB	YDI Report		
		% of youth population living below poverty line	(38.5% P; 19.6% AP) (2011)	(30% P, 10%AP)	NISR / EICV reports		
	Political and Civic participation	Youth Policies and Representation	TB	TB	RGB, MYICT		
		% of Youth in Volunteerism	TB	TB	Itorero Commission		
	OUTCOMES	Outcome1: Increased attitude of Youth Jobs, Productivity and Economic Empowerment	# of off farm jobs created through Youth initiatives support	9,000 (2012)	80,000	NEP Reports	
			Share of TVET enrolment as % of upper secondary stream <sup>3</sup>	38% (2011): M 37.7%, F 38.3%	50%: (M 50%, F 50%)	MINEDUC, WDA	
% of employers who are satisfied with the TVET graduates			71.6% (2010)	85 %	MINEDUC, WDA		
% of youth benefited from massive short term vocational training and apprenticeship			NA	80%	NEP Reports, WDA		

<sup>3</sup> TVET includes VTC, TSS, and IPRC. The indicator = TVET enrolment / (TVET enrolment + upper-general secondary enrolment).

RESULTS CHAIN		PERFORMANCE INDICATORS			MEANS OF VERIFICATION	RISKS/MITIGATION MEASURES	
		Indicator	Baseline	Target (2018)			
	Outcome 2: Increased entrepreneurship and business development sustained.	# of off farm jobs created through youth MSMEs	NA	120,000	NEP Reports		
		# of youth MSMEs created annually as start-up (% of men or women owned)	2,878 (2013)	40,000	NEP Reports		
	Outcome 3: Improved Youth Health well being	# of youth receiving services through Youth Friendly health services	TB	TB	MYICT		
		# of Youth rehabilitated and reintegrated	3824 (2013)	14,000	MYICT		
	Outcome 4: Increased Youth Access and Utilization of Information and Communications Technology	# of Youth trained under digital literacy			MYICT		
		# of ICT Knowledge hubs operationalized	42 (2013)	486	MYICT		
		# of Youth Innovations awarded	TB	5,000	MYICT		
	Outcome 5: Improved Youth sports, leisure and recreation	# of standardized Youth Friendly Centres operationalized	21	30	MYICT, Districts		
		# of youth clubs, organisations and associations operational	NA	1000	NYC		
	Outcome 6: Improved Youth Attitude change in environment protection	% of Youth involved in greening economy activities	TB	70%	NEP, MINALOC		
		# of youth Environment protection clubs	TB	486	NYC		
	Outcome 7: Youth delinquency reduced	Law establishing Rehabilitations Centres enacted by Parliament and implemented	0	1	MYICT		
	OUTPUTS	Objective 1: Enable youth to utilize their full potential and tap onto existing opportunities for gainful employment, productivity and economic transformation					
		1.1 Youth acquired employable skills and change attitudes towards work	# of youth mobilisation events and campaigns organised at district level	552	1500		NYC, Districts
# of unskilled, semi-skilled and unemployed graduates trained and certified			6,100 (2013),	120,000 (70% certifie)	WDA, NEP		
No. of TVET trainees enrolled in industrial attachment programs (disaggregated by sex)			36,919 (2013)	45,000	WDA		
1.2 Improving youth access to financial services and entrepreneurship development		# of youth entrepreneurial initiatives supported and mentored	10,664 (2014)	45,000	MYICT, NEP		
		# of start-ups MSMEs for youth operational and accessing to finance	1378 (2013)	30,000	MINICOM, BDF, RCA		

RESULTS CHAIN		PERFORMANCE INDICATORS			MEANS OF VERIFICATION	RISKS/MITIGATION MEASURES
		Indicator	Baseline	Target (2018)		
		# of youth friendly financial products developed	8	30	MYICT, MINICOM MINECOFIN	
	1.3 Mainstreaming Job based budgeting and creation in all sectors of development	Guidelines on Mainstreaming Job based budgeting and creation in all sectors of development developed.	0	1	MIFOTRA, MINECOFIN	
Objective 2: Encourage the youth to be innovative and creative especially through the use of ICT						
	2.1 Intensified ICT digital literacy and awareness campaigns	# of youth innovators awarded and supported	TB	TB	MYICT	
	2.2 ICT as an enabler for Job creation	% Increase in employment in ICT sector	33%	40%	MYICT	
	2.3 Increased use of ICT for information sharing and youth mobilization in all aspects of life	Youth Mobile subscription	61%(2013)	75%	RURA, MYICT	
		Internet penetration	30% (2013)	90%	RURA, MYICT	
Objective 3: Mobilize youth for positive behavior and mindset change towards physical, reproductive and psychosocial health						
	3.1 Increased provision of youth-friendly health services	Number of youth annually accessing to health friendly services	TB	1,000,000	MoH, MYICT, District, NGOs	
	3.2 Youth Campaigns aimed at encouraging a change in sexual behaviour and discouraging drug expanded	# of campaigns undertaken	NA	3000	MYICT, NGOs, FBO	
	3.3 Arts, Sporting and recreation facilities and competition in educational Institutions and communities expanded	# of new facilities operational	NA	486	MINISPOC, NYC, Districts	
	3.4 Sports, recreational and leisure services among the in and out of school youth promoted	# of sport competitions among schools	NA		MINISPOC, NYC, Districts	
	3.5 Programmes aimed at addressing environmental issues related to youth for sustainable natural resources utilisation supported and promoted	Number of youth involved in Greening Economy Public works project per Districts		115,000	VUP and NEP Reports	

RESULTS CHAIN	PERFORMANCE INDICATORS			MEANS OF VERIFICATION	RISKS/MITIGATION MEASURES	
	Indicator	Baseline	Target (2018)			
	Objective 4: Nurture a civic and a patriotic generation with ethic values					
	4.1 National capacities to prevent youth delinquency and address related challenges Strengthen	Number of rehabilitation centres established	1	2	MYICT	
		Rehabilitation Policy and Legal Framework	0	2	MYICT	
	4.2 Executive Secretariat of NYC strengthened to coordinate and organize all interventions related to a strong and strategic youth mobilization, and research based advocacy	Law establishing NYC revised and promulgated	0	1	MYICT	
	4.3 National Youth Council Committee structures reinforced and decentralized up to "Umudugudu" level	Database of all NYC Committee established	0	1	MYICT	
<b>CORE PRIORITIES/ACTIONS</b>	Core and Priority Areas Youth Employment, Productivity, and Economic Empowerment Youth & ICT and Innovation Youth and Health (+ delinquency and reintegration) Youth Arts, Sports, Recreation and Talent Development Youth Mobilization (participation, representation and outreach) Coordination, M&E, Mainstreaming			Inputs- Funding- Flagships		

## Annex II: Implementation Plan

Outcome	Key Policy Actions	Budget (Million RwF)					Stakeholders
		2014	2015	2016	2017	2018	
<b>Priority Area I: Youth Employment, Productivity and Economic Empowerment for sustainable development</b>							
Outcome1: Increased attitude of Youth Jobs, Productivity and Economic Empowerment	Mobilize youth toward successful implementation of National Employment Program.	150	120	120	120	120	NEP, Districts
Indicator 1: Number of youth off farm jobs created.	Develop sustainable savings mechanisms through Youth Group Saving and Investment Groups, Ibimina at Village level/Umudugudu.	10	10	30	30	30	NEP, Districts
Indicator 2: % of youth benefited from massive short term vocational training and apprenticeship employed.	Ease Youth Financial Inclusion: Youth Friendly Financial Products, Facilitate start-up or operation of new businesses.	2,500	4,060	4,060	4,060	4,060	BDF (NEP)
	Mobilize youth to take advantages economic opportunities, new and imported technologies.	12,5	12,5	12,5	12,5	12,5	MYICT, NYC, Districts
	Mobilize and establish Youth Cooperatives and Companies at cell level and reduce youth enterprise mortality rate	19	19	19	19	19	MYICT, NYC, Districts
	Collaborate with training institutions to match labor market, skills demand and skills formation.	23	23	23	23	23	NEP, Districts
	Collaborate with the Private Sector to take the lead of availing Apprenticeship, Mentorship and Entrepreneurship (in country and abroad).	300	300	300	300	300	NEP, PSF
	Leverage opportunities provided in the agricultural, non-farming enterprises and technology sectors;	345	345	345	345	345	MYICT, MINAGRI, Districts
	Promote Youth in Agribusiness/Farming is cool Campaign.	35	35	35	35	35	MYICT, MINAGRI, Districts
	Foster protection of environment "Green Village" Campaign.	19	19	19	19	19	MYICT, MINIRENA, REMA
<b>Priority Area II: Youth &amp; ICT and Innovation</b>							
Outcome 2: Increased ICT digital skills, access to ICT facilities and infrastructure for Job creation.	Develop ICT innovation policy and strategy	NA	NA	25	NA	NA	MYICT, RURA, RDB, PSF
	Initiate an annual prize for ICT innovators and attach them to role models in and out of Rwanda	NA	180	180	180	180	MYICT, RURA, RDB, PSF

Outcome	Key Policy Actions	Budget (Million RwF)					Stakeholders
Indicator 1: Number of Youth accessing to ICT facilities  Indicator 2: Number of jobs created through ICT innovation supported.	Implement Viziyo Program (Devices penetration)	350	350	350	350	350	MYICT, RURA, RDB, NCST
	Digital literacy for all youth cooperatives/companies: Web presence and social media	15	15	15	15	15	MYICT, NYC, RCA, MINICOM
	ICT Community Innovation and Production Hub at District and Sector level: Content and services production	180	180	180	180	180	MYICT, RURA, RDB, Districts
	Establish ICT Village knowledge Hub at Cell level: Online Services, ICT Literacy	300	300	300	300	300	MYICT, RURA, RDB, Districts
	ICT Awareness Campaign "Korana Ubuhanga Campaign"	120	120	120	120	120	MYICT, DOT Rwanda, RDB, Districts
<b>Priority Area III: Youth and Health</b>							
Outcome 3: Improved Youth Health and Well-being  Indicator 1: Number of youth annually accessing to health friendly services  Indicator 2: Preventive, rehabilitation and reintegration programs in place	Expand and strengthen Youth-Friendly Health Services, Health Youth Corners	490	490	490	490	490	MYICT, MINISANTE, Districts
	Expand and strengthen Youth Anti-HIV Clubs	180	180	180	180	180	MYICT, MINISANTE, Districts
	Support <i>Sigasira Ubuzima Program (BMI, PFT, Abadaheranwa Club Campaign)</i>	15	15	15	15	15	MYICT, MINISANTE, Districts
	Boost <i>Ijisho ry' Umuturanyi</i> program	210	210	210	210	210	MYICT, MINISANTE, RNP, Districts
	Intensify <i>Umutima w'Urugo</i> program	70	70	70	70	70	MYICT, MIGEPROF, Districts
	Develop a specific Policy and law related to Delinquency	NA	NA	60	NA	NA	MYICT, MINISANTE, Districts
	Build Capacity for Rehabilitation Centers and establish a Center for rehabilitating girls	500	500	500	500	500	MYICT, MINISANTE, Districts
	Put in place tailored delinquency prevention programs targeting youth and families (parents, guardians, teachers and community leaders)	200	200	200	200	200	MYICT, MINISANTE, Districts
<b>Priority Area IV: Youth Arts, Sports, Recreation and talent Development</b>							
Outcome 4: Promoted talent detection for youth development  Indicator: Number of youth awarded through talent detection competitions	Improve National Talent Promotion and Detection Program;	40	40	40	40	40	MYICT, MINISPOC, YEGO CENTRES, NYC, Districts
	Spread arts, sporting and recreational facilities and promote existing talents (Schools and Cell Level).	35	35	35	35	35	MYICT, MINISPOC, YEGO CENTRES, NYC, Districts,
	Promote Massive sports and Sport	20	20	20	20	20	MYICT, MINISPOC, YEGO

Outcome	Key Policy Actions	Budget (Million RwF)					Stakeholders
	competition						CENTRES, NYC, Districts,
	Expansion and development of arts, sporting and recreational facilities (Schools and Cell levels)	90	90	90	90	90	MYICT, MINISPOC, YEGO CENTRES, NYC, Districts,
	Promote entertainment, recreation and leisure event (Schools and Communities)	25	25	25	25	25	MYICT, MINISPOC, YEGO CENTRES, NYC, Districts,
<b>Priority Area V: Youth Mobilization</b>							
Outcome 5: Nurtured youth through strong mobilization	Nurturing youth <i>"Urubyiruko rubereye u Rwanda"</i> campaign	86	86	86	86	86	MYICT, MINISPOC, MIGEPROF, YEGO CENTRES, NYC, Districts,
Indicator: % of youth whose mindset is changed through strong mobilization	Boost Youth Connekt Series and reinforce <i>Agaciro kanjye</i>	270	270	270	270	270	MYICT, YEGO CENTRES, NYC, Districts
	Instigate <i>Intore mu rungano</i> Campaign.	70	70	70	70	70	MYICT, Districts, NIC
	Revise the Law establishing the NYC and the NYC Committee structures will be reinforced and decentralized up to "Umudugudu" level	NA	NA	10	10	10	MYICT, MINIJUST, NYC, Districts
	Encourage Youth to look out for opportunities to be able to compete for representation in the Region and Globally	25	25	25	25	25	MYICT, PSF, Districts
<b>Priority area VI: Coordination, M&amp;E, Mainstreaming</b>							
Outcome 6: Enhanced Policy Coordination, M&E	Renew law establishing NYC and reinforce National Executive Secretariat of NYC for strong and strategic youth mobilization, and research based advocacy;	NA	NA	18	NA	NA	MYICT, MINIJUST, NYC
Indicator: Impact evaluation reports	The National Youth Council Committee structures will be reinforced and decentralized up to "Umudugudu" level.	NA	NA	10	10	10	MYICT, NYC, Districts
	Segment the sector stakeholders in their areas of expertise and interest –M&E	NA	NA	12	12	12	MYICT, RDB, NYC
	Develop a Youth job creation and budget based mainstreaming strategy	NA	NA	28	NA	NA	MYICT
	Develop youth Development Index (YDI) to assess and monitor progress of youth in all spheres of the economy	NA	27	NA	10	10	MYICT
	Establish a strong partnership between NYC, Private Sector, Development Partners, NGOs, FBOs, NWC and Decentralized Institutions	10	10	10	10	10	MYICT; NYC, Private Sector, Development Partners, NGOs, FBOs-CSOs, NWC and

Outcome	Key Policy Actions	Budget (Million RwF)					Stakeholders
							Decentralized Institutions
	Harmonize all existing initiatives one strategy and Map stakeholders and Create partnerships	12	20	20	20	20	MYICT