

GLOBAL LEARNING EVENT

4-11 NOVEMBER, 2019

SOUTH SULAWESI, INDONESIA



Global Learning Events provide opportunities for sharing and learning to identify paths for better, collaborative and impactful programming. This year, the Empower Youth for Work (EYW) team including Oxfam staff and implementing partners came together from the 4-9 November 2019 in South Sulawesi, Indonesia. Approximately 40 participants from Bangladesh, Indonesia, Pakistan, Ethiopia and the Netherlands were in attendance.

The learning event hoped to answer some of the following questions...

- How can EYW ensure youth, especially women, have access to finance and the market?
- How to ensure decent work for young people and safe jobs for young women?
- How to ensure sustainability of long-term support required by young people?
- How to create climate-friendly businesses and start-ups?
- How to increase youth participation in the field?
- How to more explicitly test the assumptions in each context in the monitoring process?

WHAT IS EYW?

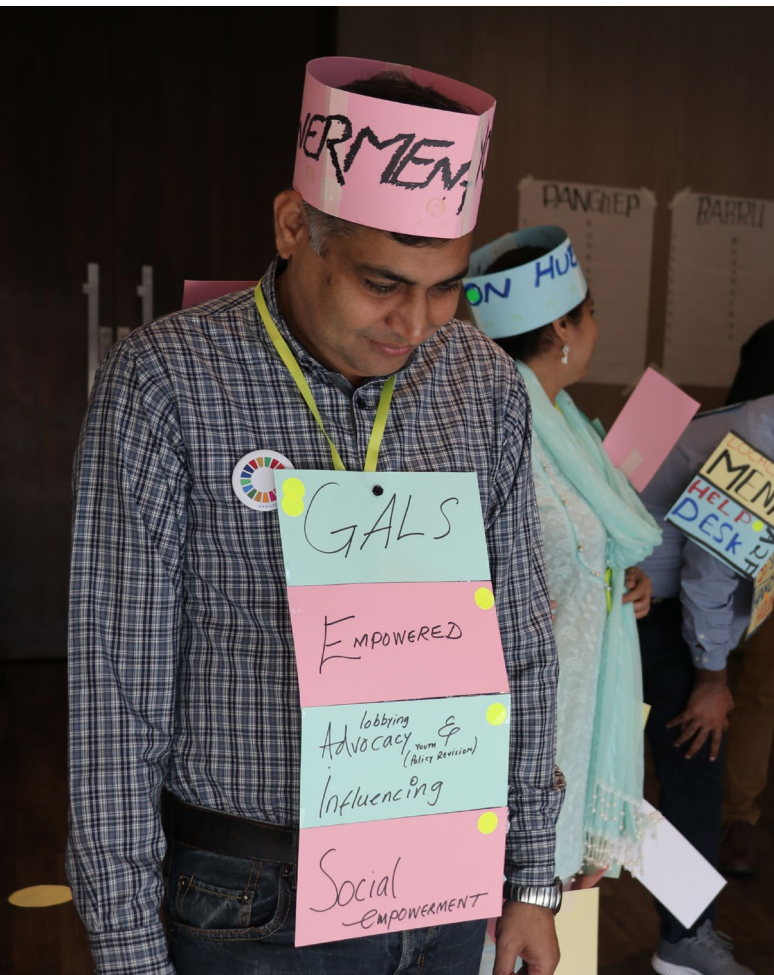
Empower Youth for Work (EYW) is a five-year program, focusing on enabling young people (especially young women) in rural climate change affected areas of Pakistan, Bangladesh, Indonesia and Ethiopia to seek and obtain economic empowerment. The three key building blocks of the program are: Agency and Skills, Economic Opportunities and an Enabling (Social) Environment.

AGENCY AND
SKILLS

ECONOMIC
OPPORTUNITIES

ENABLING
ENVIRONMENT

SOME OF OUR SUCCESSES



Bangladesh

- **8,259 YOUTH (68% FEMALE)** reached through soft skills trainings
- **4 GROUPS RECEIVED REGISTRATION** from government as youth groups

Ethiopia

- **OVER 300** well-functioning youth groups
- **254 ORGANIZED GROUPS ACCESSED FINANCIAL SERVICES** and became operational, with linkages to financial institutions created

Indonesia

- **YOUTH HUBS ESTABLISHED IN 3 PROVINCES** and pilot built for community-based tourism
- **HUNDREDS OF YOUTH AND MASS MEDIA** successfully reached in International Youth Day campaign

Pakistan

- **E-MOTIVE EXCHANGE VISIT TO EGYPT**, resulting in a women's cooperative bank
- **COMPREHENSIVE TRAININGS DEVELOPED** on e-jobs, soft skills, and technical skills on employment and farming

Project Management Unit (NL)

- **INNOVATION THROUGH GAMIFICATION** approaches within project
- **JOINED SOLUTIONS FOR YOUTH EMPLOYMENT (S4YE)**, a coalition of different actors, to address constraints on youth employment

LESSONS LEARNED

JOB PLACEMENT

A session was given by [ASYX](#) on job placement. This social service company is working with Oxfam in Indonesia to develop financial literacy training and other 21st-century skills such as character qualities. Their work attempts to address issues affecting the future of work, including automatization. By 2022, 42% of human work will be replaced by robots, so what does this mean for young people entering the job market?

IBL (Indonesia Business Links) also shared their work with youth in job counselling, developing soft and technical skills, highlighting success stories/testimonies and creating dialogues with stakeholders.

SOME LESSONS LEARNED:

- New technologies in production processes provide opportunities to introduce skill development trainings that align with future jobs.
- A gap exists between curriculum being taught at vocational institutes and current market requirements.
- It is vital to integrate a gender perspective during design and delivery of training.

ENTREPRENEURSHIP

ASPPUK (an Indonesian partner NGO) spoke about its work related to female microbusiness empowerment, including the delivery of online training.

The Pakistan team shared their e-motive learning exchange to Egypt, where they visited Alexandria Business Association, which delivers low-interest loans to those on low incomes. They gained insights on financial plans and employment opportunities in the form of waste management and e-jobs. Results from this exchange include the formation of a women's cooperative bank.

SOME LESSONS LEARNED:

- Increase advocacy and lobbying with governments to introduce incentives for businesses who adopt climate-friendly practices.
- Work with local mentors or experts, as they know the local value chains better.
- Help businesses in product packaging, branding and quality control to reach niche international markets.
- Organize businesses producing similar products into groups to increase their bargain power.



E-JOBS IN PAKISTAN

Pakistan is among the top countries in the world in terms of the number of people who take online courses and are engaged with e-jobs, online marketplaces and social media. Online training and jobs can help women overcome mobility issues and give businesses instant access to larger urban markets. Oxfam in Pakistan developed five courses to encourage this trend: Facebook marketing, optimization, affiliate marketing, freelancing, and life skills. This includes inclusive learning support, with a holistic outreach online and offline.

CLIMATE-SMART VILLAGE IN BANGLADESH

A pilot was developed for a youth-led 'Climate-smart Village', aiming to provide practical approaches to tackling the impacts of climate change. A visit by youth to a climate change resilience center brought learnings regarding climate-friendly practices such as cage fish culture, rainwater harvesting, and vegetable and potato cultivation. Human-centered design training for youth helped with assessing climate risk and proposing solutions, developing leadership and bringing about behavioral change in their community.

YOUTH BUSINESS GROUPS IN ETHIOPIA

In Ethiopia, 254 youth business groups have been established. These groups have a common asset, a collateral mechanism in the form of a guarantee fund, and are involved in trainings and follow up. 70% of group members are female, who often take leadership positions in the business groups such as chairpersons. Those in the group come from similar backgrounds, with a common interest and a sense of community solidarity. They build their own future together and manage a group business.



YOUTH PARTICIPATION



In this session ways were devised of increasing youth participation in looking at:

- 1) the sustainability of youth groups
- 2) motivation of youth groups
- 3) advocacy from local to national

Hart's participation ladder was used to demonstrate the importance of assessing the level of participation throughout the program. Sharing learnings from Bangladesh's E-motive visit to India inspired all countries to pursue the concept of the 5th space in their actions for the future of the project. Traditionally youth spend their time in four spaces: at home with family, hanging out with friends, in leisure or at their college/workplace. Yet these spaces are made *for* youth, not *by* them. "[The 5th space](#)" is a way for youth to create their own understanding of the world.

SOCIAL NORMS

Two representatives from the organization [Rutgers WPF](#) in Indonesia came to discuss their work related to social norms, specifically relating to sexual and reproductive health and rights and gender-based violence.

A plenary was held discussing the challenges of: reducing burden of unpaid care work, early child marriage, husbands resisting their wives working, how to sustain and reinforce individual change, and going from household-level to community-level change. Solutions to these issues include the use of role models, community-level campaigns and continuing using diagnostic tools and [Gender Action Learning Methodology \(GALS\)](#) – a community-led empowerment methodology using the principles of inclusion.

VISITING THE INDONESIAN YOUTH HUBS

COMMUNITY-BASED TOURISM (CBT) AND SUSTAINABLE YOUTH HUBS WERE DISCOVERED IN TWO LOCATIONS...

One group went to Pangkep, first visiting Panaikang Village to look at CBT with homestays at a natural spring and caves. Local youths had been trained by EYW on tour-guiding skills. Afterwards, this group visited Bonto Manai Village, where a youth hub was piloting CBT in a mangrove area.

Another group discovered the region of Barru, first visiting the village of Neppo, looking at a potential youth hub. Here, youth identified 20 resources from their community, using organic farming to grow multiple crops. Likewise, Pannikiang Island was visited to talk to youth about their hub.

Both groups finally visited Bola Pitue Square, where a youth panel discussion was held and local, environmentally friendly products created by the youth entrepreneurs were displayed and sold at a bazaar.

Key discoveries from both groups included the importance of soft skills for youth, which gives them confidence and makes them proud of their environment. Community ownership may take time but it is very important for sustainability.

“I developed my personality and now can interact with new people. I am more confident and now doing business and have more ideas to expand the business.”

- Sita (17), youth hub member



OTHER SUSTAINABLE HUBS

PAKISTAN'S hub provides trainings on climate resilience and smart farming, networking, leadership, and microbusinesses. It also acts as a business space, linking with TEVTA (technical schools), and launching e-jobs. Registering as an independent entity to ensure sustainability, it exists as both a non-profit model with the potential for youth who work there to make a profit.

BANGLADESH piloted a business model with a social impact, involving a coupon system for the discount of products sold by young entrepreneurs, such as healthy food products and the use of ICT labs/services in the hub.

In **ETHIOPIA**, tablets are used to gather information about the needs of rural youth at the village level. Suitable experts are found who travel to the villages in vans to train youth. These vans also serve as mobile WiFi hotspots and are also used to distribute practical demonstration videos by experts to youth.



KEY ACTIONS

On the final day, each country created an action plan to take home. These included actions within the themes of sustainability, climate change mitigation and adaptation, influencing and youth participation, among others.

ETHIOPIA

- Undertake youth business sustainability check and provide support to make them more sustainable.
- Facilitate proactive engagement of youth advisory board in project management and leadership.

BANGLADESH

- Provide business development support to strengthen the 'climate friendliness' aspect of businesses.
- Build capacity of youth to do evidence-based influencing.

PAKISTAN

- Formalization of national body of youth groups.
- Strengthen national-level youth platform, civic activism and knowledge.

INDONESIA

- Ensure safe programming and develop youth feedback mechanism (training on safe programming and workshop on youth feedback mechanism).
- Map, identify and engage with e-jobs platform.

PROJECT MANAGEMENT UNIT

- Map existing youth platforms and assess the need for Oxfam Youth Platform.
- Learn from future of work research for further project development and influencing.



LOOKING TO THE FUTURE...

To end the week, the teams participated in a session on future visioning, looking at possible scenarios and considering next steps. Most teams concluded that youth economic empowerment looks set to be an encouraging trend for the next ten years, yet civic space is shrinking. Opportunities may be increasing for youth employment, yet teams should remain attentive to concerns for civil society, as they strongly correlate. Other issues included digitalization and urbanization, and decent work conditions need to be strengthened in the often slow-moving layers of governance, to keep up with the fast-moving market and technological development. The ongoing future of work research looks set to help deepen the project's understanding of these issues. Another challenge that remains is keeping entrepreneurship climate-friendly.



The task may not be easy, but we are in a lot of unity in what we are aiming to achieve, and in facing the threats and opportunities which are upon us.

- Marieke Feitsma, EYW Global Programme Lead

To learn more about the project, visit www.empoweryouthforwork.org